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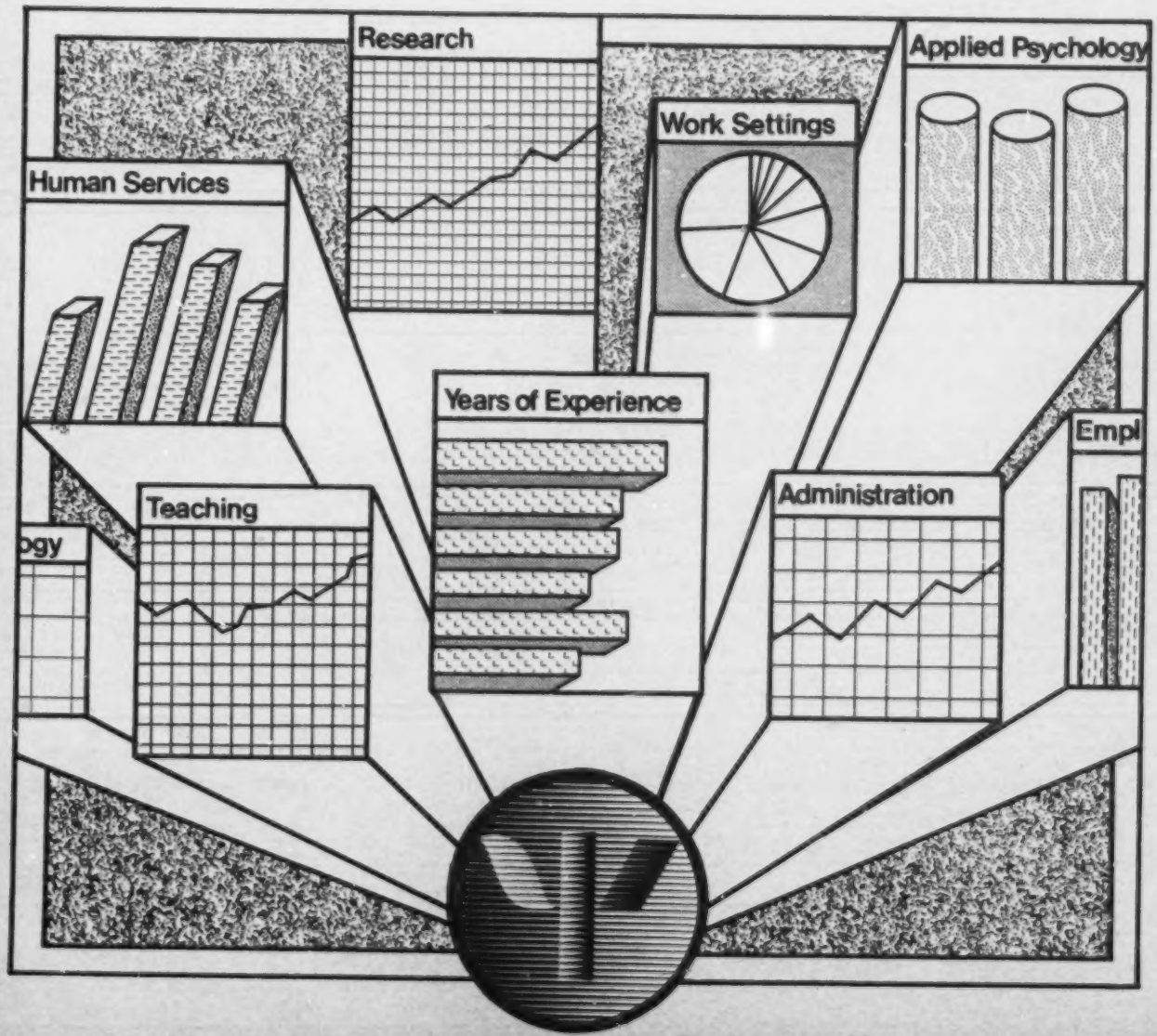
1991 Salaries in Psychology



Salaries in Psychology
1991

REPORT OF THE 1991 SALARY SURVEY

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Education Directorate

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Finally, and most importantly, we extend our thanks to those members of the American Psychological Association who took the time to respond to this survey as well as for their many comments on the survey itself and on their own employment experiences. These comments help us to revise and update the survey as needed and keep us aware of changes occurring in the employment of psychological personnel. The APA's ability to provide current national data on the salaries of psychologists hinges on this participation.

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Introduction

Started in 1981, the current Salaries in Psychology report represents the seventh in the series and caps ten years of efforts to gather salary data on psychological personnel. The effort was initiated a decade ago in response to increasing requests for current national salary data. As has been true in past reports, selected summary statistics are presented for current salaries of APA members who are working full time in a variety of positions and settings and where there is a sufficient number of responses ($N \geq 10$) for individual employment settings within a position. Additionally, data are presented for salaries by sex and race/ethnicity and for doctoral-level respondents by position, region, and median years since the degree.

The data represent (1) salaries for individuals who are employed fulltime (at least 35 hours per week in salaried positions); (2) net income after office expenses for self-employed individuals who are working at least 35 hours per week; and (3) net income for individuals who are employed full time (at least 32 hours per week) in independent practice. Because many psychologists have additional sources of income from multiple activities or employment settings, these data may not represent total income.

Method

The 1991 Salary Survey was mailed in June, 1991 to a random sample of 20,000 U.S. resident APA members. Individuals were eligible for inclusion in the study if they had indicated full-time employment in the Membership Directory database, were under 65 years of age and were U.S. residents. The Directory Survey is conducted every four years and is designed to gather biographical and other information on APA members.

A one-page questionnaire (see Appendix A) requested the following information from the respondents reporting full-time employment: employment setting, type of position, total years of work experience, total annual earned income, full-time salary or net income, licensure or certification, typical hourly fees, zip code of employment setting, sex, and race/ethnicity. The 1991 Salary Survey was not anonymous and there was one followup mailing to nonrespondents in July, 1991.

A total of 12,646 respondents returned useable surveys, indicating that they were employed full time, and provided some data on employment setting and position, as well as on the other variables. This 63% comprises the basis for the report. Reasons for exclusion included working on a part-time basis, or failure to provide data on position, employment setting or other variables. Eighty one percent of the respondents were at the doctoral level and were employed full time while 19% of the respondents were at the master's level and were employed full time.

Organization of the report

The report is divided into 16 sections. The first 13 of these provide salary data for a specific type of position at the doctoral level. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Research Administration
5. Direct Human Services - Clinical
6. Direct Human Services - Counseling
7. Direct Human Services - School
8. Direct Human Services - Other Psychological Subfield
9. Administration of Human Services
10. Applied Psychology (Industrial/Organizational)
11. Applied Psychology (Other Psychology)
12. Administration of Applied Psychology
13. Other Administrative Positions
14. Master's Level Positions
15. Salaries by Sex, Race/Ethnicity and Years of Experience
16. Doctoral-level Salaries for Selected Positions, Regions and Cities

This year salaries for the three major subfields involved in Direct Human Services (clinical, counseling and school) have been presented separately. Additionally, salary data for respondents involved in the provision of direct human services in "other psychological subfields" are presented separately in Section 8. Only salaries for licensed psychologists are presented for respondents in these positions. Salaries for "applied psychology positions" are presented separately for industrial-organizational and other psychology. All data for master's-level respondents are reported in one section of this report due to the relatively small number of respondents at this level.

For both doctoral- and master's-level respondents, data are presented separately for each position. The salary data for faculty positions (Section 1) are broken down by academic rank. For all other sections, the salary data are reported by years of experience: 0-1 year; 2-4 years; 5-9 years; 10-14 years; 15-19 years; 20-24 years; 25-29 years; and 30 years or more. The number of respondents in the "0-1" category is too small to report detailed information, primarily because many psychologists do not join the APA until a year or two after they receive their degree. Information on starting salaries is available in APA's Doctorate Employment Survey (e.g., Kohout and Wicherski, 1991).

Each section contains a description of the position. The first figure in each section gives frequency distributions and summary statistics for salaries of respondents. These summary statistics include percentiles, medians, means and standard deviations. No statistics are reported when an N is less than 10.

Where there are a sufficient number of respondents, summary statistics are presented for specific employment settings for a particular position. (Appendix A contains a complete listing of these settings in the survey instrument). In these cases, the tables in each section present summary statistics for doctoral-level respondents employed in specific settings. The summary statistics for employment settings also are presented by academic rank or years of work experience, and include the median, mean, the 25th and 75th percentiles (Q1 and Q3), and standard deviations.

Respondents reported 11-12-month salaries for most positions, and they are reported in this manner. The one exception to this is "Faculty Positions" in Section 1, where respondents provided 9-10-month salaries.

Caveats

Readers should be aware of the possible sources of error when using the information from this report. First, eligibility for inclusion in the study was based partially on information reported by APA members in 1989, along with members who had joined the Association since the last Directory Survey was completed (1989). The primary criterion for selection was full-time employment; however, not all members reported these data. In addition, for the majority of respondents the data were gathered two years previously and people may have changed employment in the interim. Thus, some degree of sampling bias may exist.

In past years, the Salary Survey has been anonymous. Two years ago, in 1989, this was changed and second mailings to nonrespondents have been used to boost response rates. Appendix C contains a summary of the characteristics of the population from which the sample was drawn, as well as characteristics of the respondents and nonrespondents. This table provides some idea of the degree of non-respondent bias (i.e., whether those who responded differed greatly from those who did not respond) and how representative the sample is of the population from which it was drawn.

Data in Table C indicate that respondents and nonrespondents were quite similar with respect to major field of degree. Differences, where they existed, were not substantive. The population is overwhelmingly doctoral, but attempts were made to increase the representation of master's-level respondents among the sample by including ALL eligible master's-level APA members. This was successful in that fully 18% of the respondents were at the master's level compared to 9% representation among the membership as a whole. Respondents were more likely than nonrespondents to have fewer years since the degree, and represented a slightly younger population.

Respondents were significantly less likely than the population to be licensed, but were very close to nonrespondents in the proportions who were licensed. Some 40% of both respondents and nonrespondents were women.

The number of respondents in some categories is very small, and the statistics reported should be viewed with caution. This is particularly the case for the salaries of master's-level respondents.

The salary data in this report are based on a national sample. For locations where the cost of living differs significantly from the national average, the median salaries would be expected to vary accordingly. Section 16 presents information on salaries by region and by selected cities.

1. FACULTY POSITIONS

Doctoral-level faculty positions comprised one of the largest groups of respondents to the 1991 Salary Survey (N=2,700). Incumbents in these positions primarily were involved in university settings (66%), specifically university psychology departments (42%), university education departments (11%), and 7% were located in other university settings. Almost 15% were found in four-year college settings, 3% in two-year colleges, 14% in medical schools and just under two percent in professional schools. The faculty in these settings were involved in teaching, research or were serving as chairs or heads of departments.

The largest percentage of doctoral faculty were in clinical psychology (28%), followed by developmental (9%), social (9%), counseling (8%), experimental (8%), educational (5%), industrial-organizational (4%) and school psychology (4%). The remaining respondents were scattered among numerous other fields.

Frequency distributions and summary statistics are presented for doctoral-level faculty in Figure 1. The data are reported by academic rank: full, associate and assistant professor.

Table 1 presents salary information in specific employment settings by rank. Faculty salaries are typically paid on a 9-10-month basis and salaries reported in Table 1 reflect this. Faculty in university counseling centers, research centers or institutes, or medical and professional schools may be paid on an 11-12-month basis. The 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying the reported salaries by 11/9.

The overall median salary was $45,000 for doctoral-level faculty in 1991. More extensive data, including breakdowns by years in rank, type of institution (e.g., public or private), and geographic region, are available from the report, 1991-92 Faculty Salaries in Graduate Departments of Psychology, cosponsored by APA and the Council of Graduate Departments of Psychology (Wicherski, Kohout and Cooney, 1992).

FIGURE 1

Faculty Positions -- Doctoral Level

9-10-Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position
$100,000 or more	15				
$90,000 to 99,000	31			1	
$80,000 to 89,000	50	1			1
$70,000 to 79,000	122	10	1		
$69,000	9	1			
68,000	14				
67,000	21	2			
66,000	16	1	1		
65,000	47	6			
$64,000	10	1			
63,000	13	3			
62,000	24	3			
61,000	54	6	1		
60,000	37	12			
$59,000	28	5	1		
58,000	24	5	2		
57,000	31	13	3		
56,000	42	8	4		
55,000	35	13	2	1	
$54,000	27	6	4		1
53,000	48	20	6	1	1
52,000	38	14	2	1	1
51,000	38	10	2		
50,000	55	30			
$49,000	42	28	6		3
48,000	35	26	3		
47,000	27	21	7		1
46,000	22	18	4	1	
45,000	40	48	12		1
$44,000	28	29	3	1	1
43,000	28	30	13	2	1
42,000	31	31	2		3
41,000	23	36	13	3	
40,000	28	33	9	3	2
$39,000	16	31	19	2	2
38,000	12	36	25	2	
37,000	12	39	34	1	
36,000	16	35	20	2	
35,000	12	33	32	3	2
$34,000	13	20	43		4
33,000	9	25	39	3	1
32,000	4	26	47	1	
31,000	4	15	36		
30,000	4	15	31	2	2
$29,000	2	13	47	4	
28,000		12	23		4
27,000	1	5	22	1	
26,000	2	7	12	1	1
25,000	3	6	16	3	
$24,000		2	10		
23,000			6	1	
22,000		1	2		
21,000		1	2		1
20,000			2	2	
$19,000			1		2
18,000		1			
17,000					
16,000			1		1
15,000			1		
$14,000					
13,000					
12,000			1		
11,000					
10,000					
N	1,243	793	573	42	36
90%	75,000	55,000	45,000	46,000	52,000
75	65,000	48,000	38,000	41,000	44,500
Median	55,000	42,000	33,000	35,500	37,000
25	47,000	36,000	29,000	29,000	29,000
10	40,000	32,000	27,000	25,000	21,000
Mean	56,693	42,686	34,462	36,690	37,806
SD	15,034	9,593	7,666	12,530	12,335
	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position

TABLE 1
Faculty Positions
Doctoral-Level, 9-10-month Salaries for Selected Settings

Setting and Rank	Median	q1	q3	Mean	SD	N
University Psychology Department						
Full professor	55,000	49,000	65,000	57,028	13,394	599
Associate professor	41,000	36,000	47,000	41,465	7,809	316
Assistant professor	32,000	29,000	36,000	32,814	5,930	221
University Education Department						
Full professor	54,000	46,000	63,500	55,288	12,112	156
Associate professor	41,000	37,000	46,000	41,940	7,514	84
Assistant professor	33,000	29,500	37,500	33,712	5,771	52
University Business Department						
Full professor	75,000	65,000	86,000	77,452	18,832	42
Associate professor	52,500	45,000	59,000	51,972	9,726	36
Assistant professor	51,000	47,000	57,000	52,053	6,060	19
Other University Department						
Full professor	55,000	49,000	65,000	57,455	12,763	88
Associate professor	42,000	37,000	46,500	41,950	7,273	60
Assistant professor	33,000	31,000	35,500	33,694	4,354	36
University Research Center						
Full professor	64,000	54,500	76,500	66,083	19,095	12
4-year College Psychology Department						
Full professor	46,500	40,000	54,000	47,849	12,344	152
Associate professor	35,000	30,000	41,000	36,065	8,089	108
Assistant professor	30,500	27,000	34,000	30,588	6,050	68
4-year College Other Department						
Associate professor	42,000	35,000	48,000	40,700	7,861	10

(continued)

TABLE 1 (continued)
Faculty Positions
Doctoral-Level, 9-10-month Salaries for Selected Settings

Setting and Rank	Median	q1	q3	Mean	SD	N
2-Yr College						
Full professor	47,000	40,000	53,000	47,943	10,026	53
Lecturer/Instructor	40,000	36,000	43,500	39,500	6,908	12
Medical School psychiatry*						
Full professor	67,000	56,000	85,000	71,189	20,934	53
Associate professor	48,000	41,000	57,000	49,037	11,996	81
Assistant professor	35,000	31,000	41,000	36,720	7,807	82
Medical School, Other Department*						
Full professor	63,500	57,000	71,000	65,233	15,224	30
Associate professor	49,000	43,000	54,000	49,098	9,744	41
Assistant professor	37,000	33,000	45,000	38,397	9,535	58
Other faculty position	46,000	39,000	49,000	44,333	6,706	12
Univ-affiliated Professional School of Psychology						
Full professor	52,000	41,000	59,000	52,100	16,128	10
Other Professional School						
Full professor	50,000	45,000	65,000	53,071	15,219	14
Associate professor	45,500	41,000	49,000	44,200	9,414	10

*These salaries are normally paid on an 11-12-month basis. Conversion from the 9-10-month figures listed in in this table can be accomplished by multiplying by 11/9.

2. EDUCATIONAL ADMINISTRATION

Educational administration refers to college or university administrative positions (e.g., president, provost or dean), although these individuals also may hold a faculty appointment. Department chairs are excluded from this category. The category also includes school district superintendents or other administrative positions related to education.

Doctoral-level respondents were most likely to be employed in university administrative offices (33%), school system district offices (17%), four-year college administrative units (12%), professional schools (7%), and medical schools (5%).

Figure 2 presents the summary statistics and frequency distributions for the 209 doctoral-level respondents to this survey. Table 2 presents 11-12-month salaries by years of experience and employment setting.

The largest single proportions of educational administrators claimed school (15%) and counseling (14%) psychology as their subfields. Clinical psychology was claimed by 13% and educational psychology by 11%. Social and developmental psychology were each mentioned by 6% while experimental was chosen by 4%.

The median 11-12-month salary for doctoral-level respondents in educational administration was $67,000.

FIGURE 2

Educational Administration--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more					2		1	2
$100,000 to 124,000					1	5	3	2
$90,000 to 99,000				3	2	5	5	5
$80,000 to 89,000				3	4	7	4	3
$74,000 to 79,000			3	3	8	11	11	2
$60,000 to 69,000			1	6	12	16	5	3
$59,000				1				
58,000			1	1		2	1	
57,000					2	1		
56,000								
55,000			1	1			2	
$54,000				1	1	1	2	
53,000					1	1		
52,000			2	2	1	2		
51,000			2	1	2			
50,000			1	1	3	1		
$49,000			1	1	1			
48,000				1	1			
47,000						1		
46,000				1	1			
45,000			2	1		1		1
$44,000				1		1		
43,000				2	2			
42,000								
41,000								
40,000				1	1			
$39,000	1			1				
38,000			1			1		
37,000								
36,000								
37,000								
$34,000			1					
33,000			3					
32,000			1					
31,000		1						
30,000			1					
$29,000								
28,000								
27,000								
26,000				1				
25,000								
N	1	1	21	33	45	56	34	18
90%			70,000	84,000	93,000	97,000	100,000	125,000
75			55,000	74,000	76,000	82,500	90,000	96,000
Median			50,000	58,000	63,000	69,500	76,000	92,000
25			34,000	48,000	52,000	60,000	66,000	75,000
10			33,000	43,000	48,000	52,000	55,000	60,000
Mean			48,714	59,970	68,311	71,911	78,382	89,611
SD			13,785	16,997	22,569	16,923	17,484	24,166
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 2
Educational Administration
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
University Administrative Office						
15 - 19 years	75,000	66,000	86,000	79,800	29,559	15
20 - 24 years	76,500	62,000	97,000	77,944	19,546	18
25 - 29 years	77,000	71,000	94,500	82,750	19,987	12
School System District Office						
20 - 24 years	65,000	60,000	78,000	68,200	13,903	10

3. RESEARCH POSITIONS

There were 227 respondents at the doctoral level in this category. Activities associated with research positions include basic or applied research, such as non-faculty positions in academic settings, employment as an investigator in a laboratory or research institute, and research positions in private industry.

The range of employment settings is large. Approximately 19% of the respondents were located in private research organizations and 18% were found in government research organizations. Seventeen percent were located in universities, specifically research centers (11%). Medical schools claimed another 11% of the respondents. Almost 15% were located in organized health care settings, most notably, VA hospitals (4%). Small proportions of the new doctorates in this category were self employed or were working as consultants.

Figure 3 presents summary statistics and frequency distributions for incumbents in research positions. Summary statistics for 11-12-month salaries by years of work experience and employment setting are presented in Table 3.

The range of subfields is also large. The most frequently reported subfields were clinical (17%), social (14%), experimental (8%), and developmental and educational, 7% each. Industrial-organizational psychology was mentioned by 5% of respondents, health and psychometrics by 4% and program evaluation by 3%.

The overall median 11-12-month salary for doctoral-level respondents in research positions was $50,000.

FIGURE 3

Research Positions--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more							2	1
$90,000 to 99,000				1	1		2	
$80,000 to 89,000			1	1		2	3	5
$70,000 to 79,000			3	2	3	2	1	1
$60,000 to 69,000			3	7	9	6	3	4
$59,000			1	2	1	1		
58,000				1	1			
57,000			2	4				
56,000				1	1		1	
55,000				2	3	1	2	
$54,000			2					
53,000				1	2	1		
52,000		1	1	4		1		
51,000			3			1		
50,000		1	3	5	1		1	1
$49,000			1	1				
48,000			3		1			
47,000			3	2				
46,000			3	1		1		
45,000			2	1	1	1		
$44,000		1	2	4				
43,000			1					
42,000		1	5	1	2			
41,000		1	1	1	1			
40,000	1	1	6	5	1			
$39,000		4	1	1			1	
38,000	1		1	1				
37,000		3	2	1				
36,000	1	1		2				
35,000	1	2	2	2		1		
$34,000		1		1				
33,000		3	2					
32,000		1						
31,000								
30,000		1	1					
$29,000					1			
28,000			1	1				
27,000								
26,000		1						
25,000		2	1					
$24,000		2						
23,000								
22,000		2		2				
21,000								
20,000	1	1						
$19,000		1						
18,000	1							
17,000								
16,000								
15,000								
N	6	31	57	58	29	18	16	12
90%		42,000	62,000	66,000	73,000	80,000	120,000	88,000
75		39,000	51,000	57,000	65,000	68,000	90,500	81,500
Median		35,000	46,000	50,000	58,000	60,000	69,000	78,000
25		25,000	40,000	40,000	50,000	52,000	55,500	65,500
10		22,000	35,000	35,000	41,000	45,000	50,000	63,000
Mean		33,677	47,123	50,086	57,517	60,278	77,375	76,250
SD		8,400	11,693	13,565	13,138	12,671	29,407	16,432

| 11-12-Month Salary | 0 - 1 year | 2 - 4 years | 5 - 9 years | 10 - 14 years | 15 - 19 years | 20 - 24 years | 25 - 29 years | 30 + years |

TABLE 3
Research Positions
Doctoral level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Private Research Organization or Laboratory						
15 - 19 years	63,000	60,000	65,000	66,100	10,959	10
Government Research Organization or Laboratory						
5 - 9 years	44,000	41,000	51,500	46,750	12,571	12

4. ADMINISTRATION OF RESEARCH

Research administrative positions involve the management or administration of a research organization or programs. Although individuals employed in these positions may also be involved in other aspects of the research process (e.g., design, data collection and analyses), their primary responsibility is managing research, including the supervision of research personnel. There were 120 doctoral-level respondents who described their positions as administration of research. Summary statistics are presented in Figure 4.

Approximately 16% were employed in government research organizations, and 14% each were located in research organizations or business and industry. University settings claimed 17% of the respondents, mostly in university-based research centers. Almost 11% were located in health service settings while just under 7% each were found in medical schools or consulting firms.

The subfield mentioned most often was clinical (14%), followed by industrial-organizational (13%) and social psychology (12%). Program evaluation, experimental, and consumer were each mentioned by at least 5%. Community was claimed by 4% of respondents.

The overall 11-12-month median salary for doctoral respondents in research administration was $69,500.

FIGURE 4

Research Administration--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more				1			1	1
$100,000 to 124,000				2	1	9	1	2
$90,000 to 99,000					2	6	1	3
$80,000 to 89,000				2	2	1	2	1
$70,000 to 79,000			2	5	7	4	4	
$60,000 to 69,000		1	4	8	7	2	1	2
$59,000					1			
58,000					1			
57,000					2			
56,000								
55,000			5					
$54,000				1	1	1		
53,000								
52,000			2					
51,000			1					
50,000			1	1	1			1
$49,000			1			1		
48,000		1						
47,000								
46,000			1					
45,000			1			1		
$44,000			1	1	1			
43,000			1					
42,000						1	1	
41,000								
40,000								
$39,000								
38,000								
37,000					1			
36,000		1						
35,000		1						
$34,000								
33,000								
32,000								
31,000							1	
30,000								
N	0	4	20	21	27	26	12	10
90%	.		68,500	110,000	95,000	113,000	101,000	153,000
75	.		60,000	75,000	75,000	104,000	88,500	104,000
Median	.		55,000	69,000	67,000	91,500	78,500	95,000
25	.		49,500	62,000	58,000	70,000	69,000	68,000
10	.		44,500	54,000	50,000	49,000	42,000	59,000
Mean	.		55,200	74,190	67,481	85,346	77,083	96,800
SD	.		8,823	21,292	15,070	22,879	24,777	40,587
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

5. DIRECT HUMAN SERVICES - CLINICAL DOCTORAL LICENSED

There were 2,124 doctoral-level respondents who claimed clinical psychology as their major field and who were involved in the delivery of direct human services to clients. Of these, 1,983 were licensed and it is on this smaller subset that the subsequent analyses were based. The largest single proportion of licensed clinical psychologists involved in health service delivery was located in individual private practice (37%) with almost half in private practice settings of an individual or group nature. Less than 3% were in university or college settings, about one fourth were employed in hospital settings and 14% were located in clinics, CMHCs, HMOs and other health service settings. Less than 2 percent were self employed or consulting and less than 4% were in other settings such as business/industry, the criminal justice system, or government.

The overall 11-12-month median salary for licensed doctoral-level clinical psychologists was $53,000, and ranged from $10,000 to $282,000 yearly.

Frequency distributions and summary statistics are presented in Figure 5 and Table 5.

FIGURE 5

Human Service Positions, Licensed Only--(Clinical Psychology)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more			1	5	4	2		1
$175,000 to 199,000			1	4	4	2	1	
$150,000 to 174,000		1	3	6	11	3	2	1
$125,000 to 149,000		2	4	5	13	13	1	1
$100,000 to 124,000		2	17	35	25	11	8	6
$90,000 to 99,000		1	11	20	18	4	8	3
$80,000 to 89,000		8	14	28	37	18	10	6
$70,000 to 79,000		9	27	45	44	35	9	6
$60,000 to 69,000		11	48	56	73	38	16	7
$59,000	1	1	2	2	6	3	1	
58,000			4	6	1	4	5	1
57,000		1	4	5	3	3	3	4
56,000		1	5	6	11	6	3	
55,000		4	14	9	19	5	2	3
$54,000		1	7	10	7	1	3	
53,000		2	4	13	8	5	1	
52,000		5	8	12	7	4	3	2
51,000			4	8	8	5	2	2
50,000		9	32	37	23	17	5	8
$49,000			6	8	8	4	4	2
48,000	1	3	14	13	13	5	3	3
47,000		5	8	11	4	5	3	
46,000		6	11	8	7	2	1	
45,000		17	25	21	11	10	1	1
$44,000	1	6	8	3	5	2	2	1
43,000	1	13	15	9	8	1	2	1
42,000		10	19	12	5	5		1
41,000		7	13		2			
40,000	1	20	24	11	9	4	2	5
$39,000	1	10	10	3	6		1	
38,000	1	11	6	4	6			
37,000	1	12	4	2	1	3		
36,000	4	13	9		6		1	1
35,000	1	12	13	11	3			
$34,000	2	5	6	3		1		
33,000	1	6	6		2			
32,000		7	2	3	3		3	1
31,000		4	4					1
30,000	3	6	4	1	7	1	1	
$29,000		2	1					
28,000	1	4	4	2	2			
27,000		1		1	2			
26,000		3		1	1	1		
25,000		2	1	2	1			
$24,000		3		1	2			
23,000			1		1			
22,000					2			
21,000		1		1				
20,000		2						
$19,000				1				
18,000				1				
17,000			3					
16,000								
15,000				1				
$14,000				1				
13,000			1					
12,000		1						
11,000								
10,000			1					
N	20	250	429	447	439	223	107	68
90%	46,000	65,000	80,000	100,000	110,000	114,000	100,000	101,000
75	39,500	47,000	62,000	75,000	80,000	77,000	80,000	80,000
Median	36,000	40,500	49,000	55,000	60,000	62,000	60,000	57,000
25	33,500	36,000	41,000	47,000	49,000	50,000	50,000	49,500
10	30,000	30,500	35,000	40,000	39,000	45,000	44,000	40,000
Mean	37,300	45,052	55,058	65,832	68,415	70,892	67,626	66,985
SD	7,153	18,111	23,584	31,835	33,773	31,586	25,926	31,577
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 5
Direct Human Service Positions: Clinical Psychology (Licensed Only)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
University Counseling Center						
5 - 9 years	39,000	35,000	44,000	39,533	5,330	15
10 - 14 years	49,000	39,000	55,000	47,600	10,178	10
Elementary-Secondary School						
5 - 9 years	44,000	38,000	59,000	47,700	11,595	10
10 - 14 years	53,500	47,000	60,000	55,000	10,551	10
Public General Hospital						
5 - 9 years	45,000	40,000	50,000	44,267	8,746	15
Private General Hospital						
2 - 4 years	40,000	36,000	43,000	39,053	4,441	19
5 - 9 years	43,000	40,000	51,000	46,069	9,743	29
10 - 14 years	50,500	45,500	55,500	50,833	8,406	24
15 - 19 years	52,000	41,000	75,000	56,750	23,109	12
Public Psychiatric Hospital						
2 - 4 years	45,000	40,000	47,000	44,190	4,844	21
5 - 9 years	47,000	43,000	50,000	46,097	5,712	31
10 - 14 years	47,500	42,000	50,000	47,167	5,947	24
15 - 19 years	48,500	43,000	50,000	47,731	7,566	26
Not-for-profit Private Mental Hospital						
2 - 4 years	39,000	35,000	41,000	37,733	4,267	15
VA Hospital						
2 - 4 years	41,000	37,000	43,500	40,188	6,036	16
5 - 9 years	49,000	46,000	51,000	48,760	3,800	25
10 - 14 years	51,500	50,000	53,500	51,094	6,897	32
15 - 19 years	55,500	54,000	56,500	55,500	2,795	28
20 - 24 years	56,000	53,000	58,000	55,692	4,889	13
25 - 29 years	57,000	53,000	58,000	56,333	3,892	12
30 +	55,000	52,000	57,000	53,000	7,849	11
For-profit Private Mental Hospital						
5 - 9 years	45,000	39,000	48,000	53,727	33,395	11

(continued)

TABLE 5 (continued)
Direct Human Service Positions: Clinical Psychology (Licensed Only)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
2 - 4 years	55,500	40,000	76,000	61,714	31,742	42
5 - 9 years	63,000	45,000	80,000	67,184	28,836	125
10 - 14 years	73,500	56,000	95,000	78,653	35,129	190
15 - 19 years	70,000	55,000	90,000	79,000	40,680	193
20 - 24 years	70,000	52,000	86,000	78,500	36,714	110
25 - 29 years	78,500	61,000	93,000	79,455	29,238	44
30 +	80,000	65,000	91,000	84,381	40,801	21
Group Psychological Practice						
2 - 4 years	45,500	37,500	67,500	53,333	22,751	24
5 - 9 years	60,000	43,000	75,000	66,140	35,605	43
10 - 14 years	65,000	50,000	78,000	70,027	34,298	37
15 - 19 years	60,000	48,000	80,000	69,526	33,560	38
20 - 24 years	75,000	50,000	91,000	81,400	36,312	20
Group Medical Practice						
2 - 4 years	47,000	45,000	52,000	49,615	8,382	13
5 - 9 years	60,000	48,000	80,000	64,000	16,865	15
10 - 14 years	70,000	49,000	80,000	77,750	37,874	20
15 - 19 years	69,000	60,000	100,000	79,885	25,647	26
CMHC						
2 - 4 years	35,500	33,000	38,000	35,769	5,421	26
5 - 9 years	40,500	35,000	43,000	40,036	6,790	28
10 - 14 years	45,000	40,000	47,000	43,143	7,545	21
15 - 19 years	44,000	40,000	49,500	45,083	8,480	24
20 - 24 years	48,000	44,000	53,000	48,857	8,960	14
HMO						
5 - 9 years	56,000	50,000	60,000	55,100	8,252	10
10 - 14 years	61,000	52,000	70,000	60,818	8,495	11
15 - 19 years	64,000	55,000	75,000	63,588	10,938	17
Criminal justice system						
10 - 14 years	50,000	42,000	52,000	48,000	5,639	11

6. DIRECT HUMAN SERVICES – COUNSELING DOCTORAL LICENSED

Four hundred respondents indicated that they were licensed and involved in the delivery of human services at the doctoral level in counseling psychology. The largest single proportion was employed in individual private practice (31%), followed by 21% in university counseling centers. If we collapse the employment settings into larger, more inclusive categories, we find that 44% of the respondents were in independent, group or group medical practice settings. Just over 25% were in any educational setting, specifically university counseling centers. About 16% were located in hospital settings and 13% were in clinics, HMOs, CMHCs and other service settings. Less than 5% were found in the remaining employment settings such as consulting firms, business/industry, criminal justice system or government.

The overall 11-12-month median salary for licensed doctoral-level counseling psychologists was $48,000 and ranged from $18,000 to $180,000.

FIGURE 6

Human Service Positions, Licensed Only--(Counseling Psychology)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$150,000 or more		1	2				1	
$125,000 to 149,000			1	1	1			
$100,000 to 124,000		1	2	6	3			
$90,000 to 99,000			3	3	3	2		
$80,000 to 89,000			4	1	4	2	1	
$70,000 to 79,000		1	6	9	9	3	2	2
$60,000 to 69,000		4	10	13	7	11	7	
$59,000			1	2	1			
58,000			1		2		1	
57,000			1	1	1	2	1	
56,000			2			1		
55,000		1	3	3	2	3	2	
$54,000			2	2				
53,000		1	1	2			1	
52,000				1	2			
51,000			3		1		1	
50,000		2	5	4	5	3		
$49,000		1	2	2		1	1	
48,000			4	5	3	1	1	
47,000			3		1	1		
46,000				3		2		
45,000	1	3	3	4	1		1	
$44,000		1	5	4	1	1	1	
43,000		4		4		1		
42,000	1	2	5	1	1	2		
41,000		2	2	1	2			
40,000			5	2	3	2	1	1
$39,000				3	2	1		
38,000		1	3	3				
37,000		3	3	1				
36,000	1	1	2	2	2			
35,000		4	6	4	2			
$34,000	1	2	3	2				
33,000		4	1	1				
32,000		2	2	3	1	2		
31,000		3	1	1				
30,000	1	3	2	2	2	1		1
$29,000		1						
28,000		1	1					
27,000		1						
26,000		1	1	1	1	1		
25,000			1	1		1		
$24,000		1						
23,000	1			1	1			
22,000	1							
21,000	1							
20,000		1						
$19,000								
18,000								
17,000								
16,000								
15,000				1				
N	8	56	102	100	64	44	22	4
90%	-	60,000	80,000	85,000	90,000	70,000	78,000	-
75	-	45,000	60,000	60,000	74,500	65,000	66,000	-
Median	-	37,000	48,000	48,500	55,000	55,000	59,000	-
25	-	32,500	38,000	39,000	41,500	43,500	51,000	-
10	-	29,000	34,000	32,500	35,000	32,000	45,000	-
Mean	-	43,054	54,382	54,230	59,297	55,182	64,000	-
SD	-	23,057	25,834	21,659	22,265	16,371	26,086	-
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 6
Direct Human Service Positions: Counseling Psychology (Licensed Only)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
University Counseling Center						
2 - 4 years	31,500	30,000	35,000	32,500	5,993	18
5 - 9 years	35,000	34,000	42,000	38,095	5,890	21
10 - 14 years	39,000	36,000	44,000	39,667	5,304	21
20 - 24 years	52,000	47,000	65,000	55,100	9,960	10
Individual Private Practice						
5 - 9 years	62,500	51,000	85,000	73,853	34,119	34
10 - 14 years	60,000	49,500	75,000	63,944	25,103	36
15 - 19 years	68,500	52,500	78,000	68,643	25,218	28
20 - 24 years	57,500	42,000	70,000	56,429	18,908	14
Group Psychological Practice						
10 - 14 years	60,000	41,000	70,000	61,091	23,175	11

7. DIRECT HUMAN SERVICES - SCHOOL DOCTORAL LICENSED

This category contained 179 respondents, two thirds of whom were located in elementary or secondary school settings and school district offices. Just under ten percent were located in other academic settings. Less than 5% were employed in hospitals and only 4% were located in other health service settings. About 17% were located in individual, group or group medical practices.

With salaries ranging widely from $23,000 to $130,000, the median salary for licensed doctoral-level school psychologists was $55,000 in 1991.

FIGURE 7

Human Service Positions, Licensed Only--(School Psychology)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more			1			2		
$90,000 to 99,000					1		1	
$80,000 to 89,000				1	2	4	1	
$70,000 to 79,000			2	4	5	8	4	3
$60,000 to 69,000		2	2	5	10	9	4	1
$59,000			2	1	1	5		
58,000					1		1	
57,000				2			1	
56,000				2			1	
55,000				5	3	1	2	
$54,000		1		1	4			
53,000				1	1	1		
52,000			1		2	1		
51,000		1	1	2	2	1		
50,000		1	1	2	5	1		
$49,000		1	1	2		1		
48,000		1		1	1			
47,000						1		
46,000				3				
45,000		1	2		2			
$44,000		1	3	2	2			
43,000				3				
42,000		1	1	1				
41,000								
40,000				3				
$39,000						1		
38,000		1	1					
37,000			1		1	1		
36,000				1				
35,000		1						
$34,000								
33,000			1	1			1	
32,000		1						
31,000					1			
30,000								
$29,000								
28,000								
27,000					1			
26,000								
25,000								
$24,000								
23,000				1				
N	0	13	20	44	45	37	16	4
90%	.	60,000	70,500	72,000	78,000	86,000	81,000	-
75	.	51,000	62,000	58,000	66,000	76,000	78,000	-
Median	.	48,000	49,500	52,000	55,000	64,000	65,000	-
25	.	42,000	44,000	44,000	50,000	59,000	56,500	-
10	.	35,000	37,500	40,000	44,000	49,000	55,000	-
Mean	.	46,846	53,150	52,591	57,800	66,811	65,500	-
SD	.	8,811	15,534	11,784	13,240	17,507	14,109	-

11-12-Month Salary | 0 - 1 year | 2 - 4 years | 5 - 9 years | 10 - 14 years | 15 - 19 years | 20 - 24 years | 25 - 29 years | 30 + years

TABLE 7
Direct Human Service Positions: School Psychology (Licensed Only)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Elementary-Secondary School						
10 - 14 years	55,000	50,000	64,000	56,000	11,616	16
15 - 19 years	54,000	51,000	65,500	57,167	11,963	24
20 - 24 years	65,000	60,000	78,000	67,200	12,774	15

8. DIRECT HUMAN SERVICES – OTHER PSYCHOLOGICAL SUBFIELD DOCTORAL – LICENSED

There were 605 respondents in this category, 533 of whom were licensed. The respondents are involved in the delivery of human services to client populations but did not receive a degree in one of the three standard fields (clinical, counseling or school). The single largest group identified their major field as psychotherapy (21%). Just under ten percent had received a degree in clinical neuropsychology. Other fields that were mentioned included health psychology, general and educational psychology, behavioral medicine and counseling and guidance.

The largest single proportion of respondents worked in individual private practice (34%), and all told, the individual and group practice settings accounted for just under 44% of all respondents. Twenty percent were located in hospitals and approximately 15% were found in clinics, HMOs and other health service settings. Approximately 6% were employed in university settings and 6% in elementary and secondary school settings.

The overall median 11-12-month salary for doctoral-level respondents in this position was $51,000.

FIGURE 8

Human Service Positions, Licensed Only--(Other Psychology)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more				1	1	1	2	1
$175,000 to 199,000				1		1		
$150,000 to 174,000				1	2	1		2
$125,000 to 149,000				1	2	1	1	
$100,000 to 124,000			5	4	7	2		1
$90,000 to 99,000			3	7	4	5	1	
$80,000 to 89,000		1	3	13	7	4	4	1
$70,000 to 79,000		1	4	13	10	11	4	
$60,000 to 69,000		2	6	19	21	8	4	
$59,000					2	1		1
58,000			1	1	2		1	1
57,000				1	3	2		
56,000			3	1		1	1	
55,000		1	5	1	1	2		3
$54,000				5	3		1	1
53,000			2	5	3	2		
52,000		1	1	2	1	2	1	
51,000		1		4	1	1	1	1
50,000		5	7	13	6	4	3	2
$49,000		1	2	2	1	1		
48,000			5	3	2		1	
47,000		2	4		5	1		
46,000		2	1	3	2	1	1	1
45,000	1	5	1	4	5	6		
$44,000		2	5	1	2	2		
43,000		2	3	1		1	1	
42,000	1	1	2	2	2		1	
41,000		1	2			1		
40,000	1	6	3	8	6	3	1	
$39,000		1	2	2				
38,000		5	5	5	3			
37,000		7	2	1	3			
36,000		5	2	1	2	2	1	
35,000		1	4	3	3			1
$34,000			2	3	1			
33,000		2	1		1			
32,000		5	3		1			
31,000			2	1				
30,000		3						
$29,000								
28,000		2	1					
27,000		1	1					
26,000		1						
25,000								
$24,000					2			
23,000								
22,000			1					
21,000								
20,000		1			1			
$19,000								
18,000		1			1			
17,000								
16,000								
15,000		1						
$14,000								
13,000								
12,000								
11,000								
10,000		1						
N	3	71	94	133	119	67	30	16
90%	-	50,000	85,000	90,000	100,000	95,000	117,500	170,000
75	-	45,000	56,000	73,000	71,000	76,000	80,000	94,000
Median	-	38,000	47,500	54,000	57,000	60,000	61,000	55,000
25	-	33,000	38,000	46,000	45,000	47,000	50,000	50,500
10	-	28,000	34,000	38,000	36,000	43,000	42,500	46,000
Mean	-	39,915	51,968	62,932	63,395	69,209	73,067	82,875
SD	-	11,385	20,034	28,910	34,415	36,088	40,558	58,793
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 8
Direct Human Service Positions: Other Psychology (Licensed Only)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
5 - 9 years	50,000	46,000	65,000	57,069	20,910	29
10 - 14 years	70,000	52,000	85,000	74,544	36,926	57
15 - 19 years	60,000	46,000	85,000	71,930	41,794	57
20 - 24 years	73,500	50,000	93,000	84,100	47,755	30
25 - 29 years	77,500	67,500	85,000	87,500	43,707	12
Group Psychological Practice						
10 - 14 years	71,000	46,500	82,000	66,167	21,212	12
15 - 19 years	51,000	46,500	65,500	57,250	25,627	12
Individual Private Practice						
10 - 14 years	54,000	40,000	75,000	55,667	24,567	18
15 - 19 years	50,000	44,000	67,500	55,750	19,628	16
20 - 24 years	50,000	49,000	60,000	53,188	10,068	16

9. ADMINISTRATION OF HUMAN SERVICES

Section 9 includes salary information for positions described as the administration of human services, i.e., positions that involve managing or directing a program of human services. Although these individuals may be involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of personnel. In 1991, there were 983 doctoral-level respondents reporting this type of position, and their salaries are reported in Figure 9 and Table 9.

Just over one third of the respondents were located in hospital settings, while another 39% were found in other health service settings aside from independent private practice or group private practice (e.g., CMHCs, HMOs and outpatient clinics). Approximately 9% were employed in university and four-year college settings and the remainder was scattered among the other settings (e.g., criminal justice and units of government).

Almost two thirds of the respondents reported clinical psychology as their major field. Counseling was indicated by 14%. School psychology, community psychology and clinical neuropsychology were each chosen by 3% of respondents. The remaining respondents were scattered among the other subfields.

The overall median 11-12-month salary for health service administrators at the doctoral level was $55,000.

FIGURE 9

Administration of Human Services--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$175,000 or more					1	2		
$150,000 to 174,000				3	2			
$125,000 to 149,000			1	2		1		
$100,000 to 124,000			2	8	6	2	2	1
$90,000 to 99,000			1	5	4	7	2	1
$80,000 to 89,000			11	7	8	13	5	7
$70,000 to 79,000			9	20	21	29	7	8
$60,000 to 69,000		2	20	55	48	39	17	8
$59,000			2	1	2	2	3	
58,000		1	1	7	6	3	2	3
57,000			2	4	5	9	1	1
56,000			2	3	5	5	2	1
55,000		2	6	14	12	8	1	4
$54,000			3	6	5	3	1	1
53,000		1	6	5	6	8		1
52,000			6	7	11	5	3	2
51,000			5	5	8	3	1	
50,000			14	10	22	11	1	2
$49,000			4	4	1	4	1	2
48,000		1	7	8	11	3	1	
47,000			6	5	3	1	1	
46,000		1	12	7	5	1	2	
45,000		1	8	14	9	4	2	2
$44,000			10	5	5	2		
43,000			8	5	6	4	2	1
42,000		1	5	2	5	3	1	1
41,000	1		3	7	2	2		1
40,000		2	4	7	4	3	1	
$39,000			2	2	1	1		
38,000		2	5	5	3	1		
37,000		1	3	1	1	1		
36,000		1	3	1				
35,000		2	7		3		2	1
$34,000			2	2				
33,000		2	2	1	1		1	
32,000		2	1	1	1			
31,000			2	1				
30,000			2		1			
$29,000					1	1		
28,000				1	1			
27,000		1						
26,000		1						
25,000			1					
$24,000			1					
23,000								
22,000								
21,000								
20,000		1						
N	1	25	189	241	236	181	92	48
90%		58,000	73,000	81,000	77,000	82,000	80,000	87,000
75		48,000	57,000	65,000	65,000	72,000	70,000	73,500
Median		38,000	49,000	55,000	55,000	60,000	60,000	60,000
25		33,000	43,000	46,000	48,000	52,000	51,000	52,500
10		27,000	36,000	41,000	42,000	45,000	43,000	45,000
Mean		41,280	51,868	59,270	58,792	64,425	62,177	63,667
SD		11,707	15,392	20,564	19,344	29,481	16,182	16,350
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 9
Administration of Human Services
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
University Student Center						
5 - 9 years	44,000	35,000	47,000	43,143	6,150	14
10 - 14 years	44,000	40,000	52,000	45,533	9,576	15
15 - 19 years	45,000	42,000	56,000	48,909	10,492	22
20 - 24 years	57,000	48,500	66,000	57,063	10,748	16
Public General Hospital						
10 - 14 years	58,000	47,000	70,000	61,733	18,695	15
15 - 19 years	53,500	48,000	62,000	57,083	13,879	12
20 - 24 years	67,000	52,000	85,000	69,600	21,516	10
Private General Hospital						
5 - 9 years	54,000	46,000	80,000	60,733	19,389	15
10 - 14 years	60,000	54,000	66,000	66,278	25,640	18
15 - 19 years	57,500	49,000	72,500	67,375	29,663	24
Public Psychiatric Hospital						
5 - 9 years	50,000	40,000	54,000	47,600	9,657	15
10 - 14 years	51,000	46,000	56,000	52,923	7,402	26
15 - 19 years	50,000	48,000	58,000	54,048	9,303	21
20 - 24 years	61,000	53,000	73,000	62,737	10,857	19
VA Hospital						
5 - 9 years	50,000	48,000	53,000	50,385	3,525	13
10 - 14 years	57,000	50,000	58,000	55,533	5,927	15
15 - 19 years	59,000	56,000	66,500	60,938	7,827	16
20 - 24 years	60,000	57,000	72,000	64,176	9,850	17
Outpatient Clinic						
10 - 14 years	50,500	41,000	70,000	55,600	15,240	10
CMHC						
5 - 9 years	44,000	36,000	50,000	44,414	9,014	29
10 - 14 years	51,000	42,000	60,000	52,667	15,210	42
15 - 19 years	52,000	50,000	60,000	54,216	10,264	37
20 - 24 years	55,000	50,000	67,000	58,091	12,304	33

(continued)

TABLE 9 (continued)
Administration of Human Services
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Specialized Health Service						
5 - 9 years	50,000	45,000	67,000	55,933	15,416	15
10 - 14 years	61,000	50,000	76,000	68,364	31,370	22
15 - 19 years	54,500	50,000	68,000	59,864	15,201	22
20 - 24 years	55,000	45,000	67,000	58,000	17,574	13
Other Human Service Setting						
5 - 9 years	51,000	43,000	71,000	56,895	15,048	19
10 - 14 years	55,000	46,000	60,000	55,933	12,544	15
15 - 19 years	52,000	47,000	63,000	57,471	17,335	17
20 - 24 years	72,500	60,000	81,500	70,667	13,944	12
Criminal Justice System						
10 - 14 years	60,000	55,000	62,000	56,300	8,782	10
15 - 19 years	50,000	41,000	55,000	49,273	12,555	11

10. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL - ORGANIZATIONAL PSYCHOLOGY)

This section presents the salaries of those respondents whose positions may be called applied psychology (e.g., personnel selection, assesssment, systems or equipment design, and organizational consultation, analysis or training), and whose current major field is industrial - organizational psychology. Salaries for the 149 doctoral-level respondents are described in Figure 10 and Table 10.

Almost 41% of the respondents in industrial-organizational psychology were located in consulting firms and almost 34% were found in business or industry. The third category of employment setting mentioned was self employment at 17%.

The overall median 11-12-month salary for doctoral-level industrial-organizational psychologists in 1991 was $76,000.

FIGURE 10

Applied Psychology (Industrial/Organizational)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more				1	4	1	1	1
$175,000 to 199,000				1				
$150,000 to 174,000					1	3	2	1
$125,000 to 149,000				3	4	3	1	
$100,000 to 124,000				5	4	6	2	4
$90,000 to 99,000			2	4	2	2	1	
$80,000 to 89,000			3	3	2	5	1	
$74,000 to 79,000				5	3	4	1	1
$60,000 to 69,000			6	2	7	2	3	
$59,000			1					
58,000						1		1
57,000						1		1
56,000								
55,000		1	1	1	1			
$54,000								
53,000				2	1			
52,000		1	1					
51,000			2	1				
50,000				1	2			1
$49,000			1				1	
48,000		2	1					
47,000		1						
46,000								
45,000					1			
$44,000	1							
43,000	1	1						
42,000		2						1
41,000								1
40,000		1			1			
$39,000								
38,000								
37,000				1				
36,000								
35,000	1				1			
$34,000								
33,000		1						
32,000			1					
31,000								
30,000								
N	3	10	19	30	34	28	13	12
90%		53,500	90,000	140,000	200,000	153,000	168,000	150,000
75		48,000	80,000	105,000	135,000	120,000	125,000	115,000
Median		45,000	61,000	86,500	76,500	94,000	91,000	87,500
25		42,000	51,000	68,000	63,000	76,500	69,000	53,500
10		36,500	48,000	52,000	50,000	60,000	60,000	42,000
Mean		45,000	64,053	91,900	101,676	105,500	135,231	96,917
SD		6,342	16,359	37,709	62,108	52,500	144,572	59,825
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 10
Applied Psychology (Industrial/Organizational)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
10 - 14 years	105,000	76,000	140,000	109,846	48,528	13
15 - 19 years	127,500	90,000	200,000	140,857	74,632	14
20 - 24 years	100,000	83,000	150,000	124,077	68,624	13
Business/Industry						
5 - 9 years	66,000	59,000	67,000	66,000	11,992	11
10 - 14 years	74,000	67,000	88,000	75,077	16,332	13
15 - 19 years	71,500	61,000	90,000	79,800	27,361	10

11. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

This section describes salaries for individuals whose positions may be described as applied psychology and whose current major field is one other than industrial-organizational psychology. Typically, these individuals are engaged in organizational consultation, marketing research, systems/equipment design, or other applied psychology activities. There were 117 doctoral-level respondents in these positions and their salaries are presented in Figure 11 and Table 11. As will be obvious in Table 11, too few respondents provided information on salary, years of experience or employment setting to expand this table any further.

The largest proportion of respondents (45%) was located in consulting firms, followed by those who were self employed (18%), in government settings (18%) or who were in business or industry (12%).

The largest percentage of respondents had received a degree in clinical psychology (25%), followed by consulting (14%), counseling (12%), engineering (7%), social and educational psychology at 6% each, and psychometrics with 5%. The remaining respondents were scattered across an array of fields.

The overall 11-12-month median salary was $66,000 for doctoral-level psychologists in these positions.

FIGURE 11

Applied Psychology (Other Subfields)--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more			1			1	1	1
$175,000 to 199,000				2	1			
$150,000 to 174,000						1		
$125,000 to 149,000					1	1		
$100,000 to 124,000			1		2	2		2
$90,000 to 99,000		2		1	1	4		
$80,000 to 89,000			1	2		3		1
$70,000 to 79,000		1		9	5	1	2	2
$60,000 to 69,000		1	4	6	4	6	1	1
$59,000				1				
58,000			1	1				
57,000								
56,000			1	1	1			
55,000			2		2	1		
$54,000					1			
53,000					1			
52,000			1					
51,000				1				
50,000		3	1	3			1	
$49,000				1			1	
48,000		1		1				1
47,000								
46,000								
45,000			1		3			
$44,000			1					
43,000								
42,000								
41,000								
40,000	1	1			1			
$39,000					1			
38,000		1						
37,000								
36,000								
35,000			1					
$34,000								
33,000								
32,000								
31,000	1							
30,000								
$29,000								
28,000					1			
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000								
20,000		1						
N	2	11	16	29	25	20	6	8
90%		90,000	120,000	90,000	100,000	138,000		
75		70,000	62,500	72,000	74,000	107,500		
Median		50,000	57,000	68,000	65,000	82,500		
25		40,000	51,000	58,000	53,000	66,000		
10		38,000	44,000	50,000	40,000	60,000		
Mean		55,818	68,625	73,586	69,680	97,200		
SD		22,293	39,910	33,499	31,711	54,123		

| 11-12-Month Salary | 0 - 1 year | 2 - 4 years | 5 - 9 years | 10 - 14 years | 15 - 19 years | 20 - 24 years | 25 - 29 years | 30 + years |

TABLE 11
Applied Psychology (Other Subfield)
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
10 - 14 years	71,000	70,000	85,000	82,667	37,027	12

12. ADMINISTRATION OF APPLIED PSYCHOLOGY

There were 109 respondents in these administrative positions. Administration of applied psychology includes the management of an organization or a program in applied psychology, such as a firm specializing in industrial-organizational psychology or market research. The primary responsibility of individuals in these positions is the administration of such programs, including the supervision of personnel. Figure 12 and Table 12 contain salary data on these respondents.

Over one third were located in consulting firms, while just under one third were found in business or industry settings. Very small percentages were employed in criminal justice (4%), private research settings (5%), or government settings (8%), while the remainder were scattered throughout hospital, university and human service settings.

About 13% of the respondents had a degree in clinical, but the single largest proportion had earned a doctorate in industrial-organizational psychology. A small proportion were clustered in counseling (6%). The remaining respondents were not clustered in any one or two subfields but were scattered over a number.

The overall median 11-12-month salary for doctoral-level respondents was $84,000. It should be noted that the incumbents of this position reported a wide range of salaries, from $30,000 through $300,000.

FIGURE 12

Administration of Applied Psychology--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more				2	4	5	2	
$175,000 to 199,000				1	1			1
$150,000 to 174,000				1		1	1	
$125,000 to 149,000					4	2	2	1
$100,000 to 124,000			1	3	3	3	1	
$90,000 to 99,000			3	1	1	4		1
$80,000 to 89,000				1	5	3		
$70,000 to 79,000			2	1	3	4		
$60,000 to 69,000			5	4	2	2	1	1
$59,000								
58,000								
57,000				1	1			
56,000				1		1		
55,000			1	2	1			
$54,000				1				
53,000			1					
52,000					2	1		
51,000								
50,000		1	1					
$49,000								
48,000			1				1	
47,000			1					
46,000								
45,000				1		1		
$44,000								
43,000			1					
42,000			1		1			
41,000								
40,000		1						
$39,000								
38,000								
37,000								
36,000								
35,000			1					
$34,000								
33,000								
32,000								
31,000								
30,000			1					
N	0	2	20	20	28	27	8	4
90%	.		95,000	205,000	250,000	275,000		
75	.		70,000	111,000	131,000	138,000		
Median	.		61,000	69,500	85,000	92,000		
25	.		47,500	56,500	67,500	72,000		
10	.		38,500	54,500	52,000	56,000		
Mean	.		62,550	98,200	117,429	146,778		
SD	.		21,468	59,691	78,384	182,683		

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 12
Administration of Applied Psychology
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Consulting Firm						
15 - 19 years	87,500	70,000	145,000	115,400	65,054	10
20 - 24 years	120,000	92,000	230,000	213,273	269,290	11
Business/Industry						
15 - 19 years	120,000	83,000	236,000	151,273	97,134	11

13. OTHER ADMINISTRATIVE POSITIONS

These positions often involve managerial responsibilities in a business, government or nonprofit organization that cannot be described as the direct administration of educational, research or human services or other applied psychology activities. These positions may be related to psychology such as administration of government programs related to research funding, management of programs concerned with psychological issues in a nonprofit association, and personnel administration. There were 158 respondents at the doctoral-level in 1991.

The largest single proportion was located in business/industry (29%), followed by those in government positions (28%) and other nonprofit organizations. The remaining administrators are scattered throughout hospital positions (3%), human service settings such as clinics, HMOs, CMHCs (10%), and self employment, consulting firms, government research organizations, criminal justice system and the military (12%).

The largest single proportion of these respondents earned a degree in clinical psychology (27%), followed by industrial-organizational psychology (15%), and associated major fields, such as business and management, communications, administration and nursing. Smaller proportions earned degrees in school, educational, and counseling psychology as well as some of the science/research fields in psychology (e.g., developmental, social and experimental).

The overall 11-12-month median salary for doctoral-level respondents was $65,000. The range of salaries was quite large, from $30,000 to over $300,000.

FIGURE 13

Other Administrative Positions--Doctoral Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$200,000 or more					1	2		1
$175,000 to 199,000			1	1				1
$150,000 to 174,000				1		2		1
$125,000 to 149,000				3	1	1		
$100,000 to 124,000			1		3	3		3
$90,000 to 99,000				5	3	2	5	
$80,000 to 89,000			1	3	3	4	4	1
$70,000 to 79,000			1	1	8	3	4	
$60,000 to 69,000			3	8	7	3	2	2
$59,000								
58,000					2	2		3
57,000					1			1
56,000						1	1	
55,000			2	2	1	2		
$54,000			2		1			
53,000				2	1			
52,000			3	1			1	
51,000					1			
50,000			1	2		1		
$49,000			1	1		1		
48,000				1	1	4		
47,000								
46,000					1			
45,000				1	1			
$44,000			1		1			
43,000								
42,000					2			
41,000								
40,000				1	1			
$39,000		1		1				
38,000								
37,000								
36,000								
35,000						2		
$34,000								
33,000								
32,000								
31,000								
30,000				2				
$29,000								
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000								
20,000						1		
N	0	1	17	36	40	34	17	13
90%	.		100,000	126,000	116,500	150,000	97,000	185,000
75	.		68,000	90,500	81,500	99,000	93,000	124,000
Median	.		55,000	64,500	67,000	66,000	80,000	82,000
25	.		52,000	51,000	54,500	50,000	71,000	58,000
10	.		49,000	40,000	44,500	48,000	56,000	58,000
Mean	.		68,000	74,444	78,375	85,765	78,706	100,308
SD	.		34,022	34,546	55,189	58,042	14,982	50,387

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 13
Other Administrative Positions
Doctoral-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Business-Industry						
15 - 19 years	82,000	75,000	115,000	110,462	86,400	13
20 - 24 years	110,000	83,000	150,000	127,286	70,630	14

14. MASTER'S-LEVEL RESPONDENTS

This section contains salary information broken out by positions for master's-level respondents. Overall median salaries and salaries by years of experience are presented when there are sufficient numbers of respondents ($N \geq 10$). Given the small numbers of respondents in some of these positions at the master's level and missing data on some of the variables, tables are included only for those in faculty positions, direct human services (clinical, counseling, school and other) and the administration of human services. Figures and Tables for this section are located following the text.

Faculty Positions

The subfields reported most frequently by the 127 respondents in faculty positions were forensic psychology and clinical psychology at 13% each. Developmental psychology was mentioned by 9% of the respondents, followed by educational and social psychology at 6% each. Industrial-organizational psychology was claimed by just under 6% and was followed by counseling and guidance at 4%.

Almost 45% of the respondents were located in two-year colleges, 33% were located in university settings and 13% were found in four year colleges. Just under 9% were employed in medical school settings.

The overall median 9-10-month salary for master's-level faculty was $35,000.

Educational Administration

There were 44 master's-level respondents in the position of educational administration. They reported school psychology, clinical and educational psychology most often as fields. "Other associated major fields" also claimed about 14% of respondents.

Master's-level respondents were found most often in school system district offices, as well as elementary and secondary educational settings (41%). Eighteen percent were located in other educational settings. Approximately 23% were employed in university and college settings, almost 7% were in medical school settings and less than 5% were in professional schools.

The overall median 11-12-month salary at the master's level was $55,000 for those involved in educational administration.

Research Positions

Forty people responded in this category at the Master's level. Although the largest single proportions were to be found in industrial-organizational and developmental psychology, personality, social, clinical, consumer and clinical neuropsychology also claimed a fair proportion. The remaining respondents were scattered among the other psychological subfields.

The largest single proportion of respondents was located in government research organizations (25%), followed by business/industry and private research organizations (10% each). Respondents also were found in hospital settings, universities, consulting firms, military and government settings as well as self employment.

The overall median salary for 11-12-months at the master's level in research positions was $48,000.

Research Administration

Only 14 people responded in this position at the master's level. Over half were found in government research settings or business and industry. Respondents were not clustered in one subfield or another but were scattered among clinical, social, industrial/organizational, consumer, applied experimental, general psychology and others.

The overall median salary for master's-level respondents was $61,000.

Health Services

Clinical. Three hundred and thirty four respondents indicated that they were providing direct human services in clinical psychology at the master's level. The largest single proportion of the respondents was employed in individual or group practices (36%). This was followed by hospitals at 21%, and 27% in clinics, CMHCs and other health service settings. Seven percent were employed by government and the criminal justice system. The remaining clinical respondents were scattered among the educational settings.

The overall median 11-12-month salary was $40,000 in 1991 for master's-level respondents who indicated clinical psychology as their major field and who were involved in the delivery of human services.

Counseling. Ninety three respondents were included in this group. Just over 40% were to be found in individual or group practices. Fourteen percent were located in hospital settings and about 20% were in other service settings such as nursing homes, clinics and CMHCs. A little more than 20% were located in other service settings such as nursing homes, clinics, CMHCs and so on. Eleven percent were found in university counseling centers and less than 3% were found in other educational settings. The remaining employment settings such as self employment, consulting, business or industry, criminal justice system and the government accounted for 11%.

The overall median 11-12-month salary for a master's-level position in direct health services with a degree in counseling was $37,000.

School. One hundred and eight people responded in this category. Well over half the respondents were employed in educational settings below the college level - in the elementary and secondary schools (38%) and in school system district offices (28%). About 12% were in other educational settings. Hospital and university settings each accounted for less than 2% of the respondents. About 5% were located in private practices with another 5% in other health service settings (clinics, HMOs, and others). Finally, 9% were employed in "other" settings such as government, business or industry, nonprofit organizations or were self employed.

The overall 11-12-month median salary for this position at the master's level was $52,000.

Other Psychological Subfields. There were 414 respondents at the master's level who were involved in the delivery of health services and who had a degree in a subfield other than clinical, counseling or school psychology. The single largest proportion of respondents had received a degree in psychotherapy (24%), followed by counseling and guidance at 16%, general psychology at 8%, community psychology and educational psychology at 5% and psychometrics at 4%. The remaining respondents were scattered among a wide variety of other subfields.

Employment settings also varied widely. Less than 3% were employed in university or 4 year college settings while about 9% indicated that they were in elementary or secondary school settings or district offices. Fifteen percent were found in hospital locations, 30% were in individual or group practices, and about one fourth were employed in other health service settings, such as CMHCs, clinics or specialized health service settings. Finally, just under 16% were located in "other" settings such as government, business or industry, the criminal justice system or consulting firms.

The overall 11-12-month median salary for respondents in this position was $35,000.

Administration of Human Services

Two hundred and eight respondents identified themselves as human service administrators. The largest single proportion was found in settings other than hospitals or independent practices. Just over half were located in such settings as CMHCs, clinics, outpatient settings and specialized health services. Just under 3% were employed in college and university settings or school district offices. A little more than 16% were employed in hospitals but less than 3% were in independent practice settings. Eight percent were found in government settings and 5% were in criminal justice settings.

Almost half of the respondents had a degree in clinical, counseling or school psychology. Community psychology was named by 8%, psychotherapy by 6%. Interestingly there was a lot of variation in field of degree with respondents listing degree fields such as social, general, developmental and others.

The median 11-12-month salary at the master's level was $44,000.

Other Administrative Positions

Sixty respondents indicated that they were employed in this position. Almost one third were employed in business and industry, a fifth were in nonprofit organizations and a little more than 18% were in government settings. Around 17% were located in health service settings with another 8% in educational settings.

Twenty percent of the respondents indicated that their degree field was industrial-organizational psychology. Clinical, counseling and school psychology claimed 28% of the respondents. Eight percent had earned a degree in community psychology, five percent in general psychology. "Other associated major fields" such as business, law and public administration were reported by 12% of respondents.

The overall 11-12-month median salary was $60,000.

Applied Positions (Industrial-Organizational Psychology)

Sixty five respondents were located in applied psychology positions and had earned a degree in industrial-organizational psychology. Just over one third were employed in business or industry and just under one third were employed in consulting firms. Fifteen percent each were found in government settings, especially at the local level and in self employment.

The overall 11-12-month median salary for master's-level respondents in other administrative positions was $50,000.

Applied Positions (Other Psychological Subfields)

Only 31 respondents were identified in this position at the master's level. Over half were located in consulting firms or in business and industry. Just under one fifth were located in government settings, while a small proportion were found in health service settings. The largest single percentage earned their degree in engineering psychology (26%), followed by general psychology (13%). Other fields mentioned by respondents included rehabilitation psychology, clinical psychology and counseling psychology.

The overall 11-12-month salary reported for incumbents in this position was $50,000.

FIGURE 14.A

Faculty Positions -- Master's Level

9-10-month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position
$60,000 or more	2			1	
59,000					
58,000					
57,000	1				
56,000	2		1	1	
55,000					
$54,000					
53,000					
52,000	1	1			
51,000	2		1		
50,000	1				
$49,000	3	1	2		
48,000	1				
47,000		1	1		
46,000	1	1			
45,000	2		3		
$44,000					
43,000	1	4		1	
42,000	1		1		
41,000			1		
40,000	2	1		1	
$39,000	1				
38,000	2	2	1	1	
37,000	2	2	1	1	
36,000		2	3		1
35,000	2	1	2		
$34,000	1	1			
33,000		1	3		
32,000		2	2	3	
31,000			4	1	
30,000	1	3	5	1	1
$29,000	1		3	4	
28,000		1	1	1	
27,000	1		1		
26,000				2	
25,000		1	3	1	
$24,000					
23,000			3	1	
22,000					
21,000			1	1	
20,000		1		1	
$19,000			1		
18,000				1	
17,000			1		
16,000					
15,000					
N	31	26	45	23	2
90%	56,000	47,000	47,000	43,000	
75	51,000	43,000	37,000	37,000	
Median	45,000	36,500	31,000	29,000	
25	37,000	32,000	29,000	26,000	
10	34,000	28,000	23,000	21,000	
Mean	44,290	36,808	33,400	31,957	
SD	9,399	7,605	8,876	10,408	
	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other faculty position

TABLE 14.A
Faculty Positions
Master's-Level, 9-10-month Salaries for Selected Settings

Setting and Rank	Median	q1	q3	Mean	SD	N
University Psychology Department						
Assistant professor	29,000	26,000	30,500	28,750	3,841	12
2-Yr College						
Full professor	46,000	38,000	52,000	45,043	10,002	23
Associate professor	36,000	30,000	40,000	35,067	6,995	15
Lecturer/instructor	29,000	25,000	32,000	28,500	5,997	14

FIGURE 14.B

Educational Administration--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more								1
$90,000 to 99,000								1
$80,000 to 89,000						2	2	
$74,000 to 79,000				2		1	1	3
$60,000 to 69,000					2	1	1	2
$59,000								
58,000								
57,000					1			
56,000						1		
55,000					1		1	
$54,000					2		1	
53,000								
52,000								
51,000								
50,000								
$49,000					1			
48,000								1
47,000				1	1			
46,000					1			
45,000					1			
$44,000					1			
43,000					1			
42,000								
41,000							1	
40,000			1					
$39,000								
38,000							1	
37,000							1	
36,000		1					1	
35,000								
$34,000								
33,000								
32,000			1					
31,000		1						
30,000								
$29,000			1					
28,000								
27,000								
26,000								
25,000								
$24,000								
23,000								
22,000		1						
21,000								
20,000								
N	0	3	3	3	12	5	10	8
90%					60,000		82,000	
75					56,000		72,000	
Median					51,500		54,500	
25					45,500		38,000	
10					44,000		36,500	
Mean					51,333		56,300	
SD					6,499		18,331	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.C

Research Positions--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more					1	1		
$80,000 to 89,000								1
$60,000 to 69,000			1	1			3	
$59,000								
58,000								
57,000								1
56,000								
55,000								
$54,000			2					
53,000								
52,000								
51,000								
50,000		2	3				1	
$49,000					1		1	
48,000		1		1				
47,000								
46,000								
45,000						1		1
$44,000								
43,000								
42,000								
41,000								
40,000								1
$39,000		1	1	2				
38,000								
37,000								
36,000								
35,000		1						
$34,000			1	1				
33,000	1							
32,000					1			
31,000		1		1				
30,000		1	1					
$29,000								
28,000								
27,000	1		1					
26,000								
25,000								
$24,000								
23,000								
22,000								
21,000								
20,000								
$19,000								
18,000		1						
17,000								
16,000								
15,000								
N	2	8	10	6	3	2	5	4

90%	59,000
75	54,000
Median	50,000
25	34,000
10	28,500
Mean	45,200
SD	12,035

11-12-Month Salary | 0 - 1 year | 2 - 4 years | 5 - 9 years | 10 - 14 years | 15 - 19 years | 20 - 24 years | 25 - 29 years | 30 + years

FIGURE 14.D

Research Administration--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more						1		
$80,000 to 89,000								1
$70,000 to 79,000				1	1			1
$60,000 to 69,000				2	1			
$59,000 58,000 57,000 56,000 55,000						1	1	
$54,000 53,000 52,000 51,000 50,000								1
$44,000 43,000 42,000 41,000 40,000			1		1			
$39,000 38,000 37,000 36,000 35,000				1				
N	0	0	1	4	3	2	1	3
90%	.	.						
75	.	.						
Median	.	.						
25	.	.						
10	.	.						
Mean	.	.						
SD								
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.E

Human Service Positions (Clinical Psychology)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more		1		2		1		
$90,000 to 99,000					3	2	1	
$80,000 to 89,000				1	2		1	4
$70,000 to 79,000			2		3	5	2	1
$60,000 to 69,000		1	3		3	3	2	
$59,000			1					
58,000								
57,000							1	
56,000								
55,000		1	1	1		2		1
$54,000						1		1
53,000						1		
52,000				1	1			2
51,000				1		2		
50,000				3	6	3	2	1
$49,000			2	1		3	1	2
48,000		1			1	4		1
47,000		1	1	1	2		1	
46,000		2		1	1	1		
45,000		1	1		5	1	1	1
$44,000			1		2	2	1	1
43,000	1	1	1		2	1	1	
42,000		1	1	2	1	2	1	
41,000		2	1		1	2	1	1
40,000		3	2	7	10	3	2	1
$39,000			1	1		2	2	
38,000		1	1	5		3	1	1
37,000	2		1	1	2	1	1	1
36,000		1	2	2	1	2		
35,000		1	5	3		3	1	1
$34,000		2		1	3	2		3
33,000			3	1				
32,000		4	3		4			
31,000		3	1	1	3			1
30,000		1	3	7	3		1	1
$29,000		1	1	1	1			
28,000		1	3	1		1		
27,000		1	1		1			
26,000	1	1		1	1			2
25,000		1	5	1	2	1	1	1
$24,000		2	2	1	4			
23,000			1		1			
22,000			1	1	1		1	
21,000		2	1		1			
20,000	1	1						
$19,000		1		2				
18,000			1					
17,000		1	2	1				
16,000			1					
15,000								
$14,000		1						
13,000								
12,000			1					
11,000								
10,000								
N	5	41	57	52	71	54	26	28
90%		47,000	59,000	51,000	70,000	76,000	73,000	82,000
75		41,000	41,000	42,000	50,000	54,000	57,000	53,000
Median		32,000	33,000	38,000	40,000	47,000	43,500	44,500
25		27,000	25,000	30,000	31,000	39,000	39,000	34,000
10		21,000	21,000	25,000	25,000	35,000	30,000	26,000
Mean		35,537	35,526	39,500	43,493	50,074	48,654	47,571
SD		14,564	13,817	16,228	17,253	16,814	17,695	18,063
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.E
Direct Human Service Positions (Clinical)
Master's-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
5 - 9 years	42,000	24,000	62,000	42,909	20,574	11
10 - 14 years	30,000	24,000	40,000	38,909	26,471	11
15 - 19 years	47,000	45,000	70,000	54,182	21,836	22
20 - 24 years	60,000	50,000	78,000	62,800	19,879	15
25 - 29 years	41,000	30,000	73,000	50,636	25,049	11
CMHC						
5 - 9 years	26,500	22,500	32,500	26,583	7,217	12

FIGURE 14.F

Human Service Positions (Counseling Psychology)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more			1	1				
$90,000 to 99,000		1			2	1		
$80,000 to 89,000					2			
$70,000 to 79,000						1	1	
$60,000 to 69,000	1			1	2		3	1
$59,000								
58,000				1				
57,000						1		
56,000					1			
55,000								
$54,000						1		
53,000								
52,000			1					
51,000				1	1			
50,000			2	1	1	1		
$49,000				1		1		
48,000					1	1		
47,000								
46,000		1				2		
45,000				1	1			
$44,000				1				
43,000								
42,000								
41,000							1	
40,000	1		1		1			
$39,000			1					
38,000				1				
37,000			1					
36,000		1	1	1				
35,000	2	1				1		
$34,000			1	1				
33,000			2	1		1		
32,000	1							
31,000			1		1			
30,000		1	1	2	2			
$29,000		1						1
28,000								
27,000			1	1	1			
26,000	1	1						1
25,000			1	1		1		
$24,000		1	1				1	
23,000	1							
22,000		1	1					
21,000	1		1					
20,000								
$19,000								
18,000								
17,000			1					
16,000								
15,000	1							
$14,000								
13,000								
12,000		1	1					
11,000								
10,000		1						
N	9	11	20	16	16	12	6	3
90%		46,000	51,000	64,000	90,000	75,000		
75		36,000	39,500	50,500	72,500	55,500		
Median		29,000	33,000	41,000	50,500	48,500		
25		22,000	24,500	31,500	35,500	40,500		
10		12,000	19,000	27,000	30,000	33,000		
Mean		33,182	41,400	44,625	55,063	51,083		
SD		22,960	42,252	18,619	22,128	18,774		
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.F
Direct Human Service Positions (Counseling)
Master's-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Elementary-Secondary School						
5 - 9 years	50,000	45,000	62,000	53,250	10,721	12
10 - 14 years	55,000	49,000	64,000	55,556	11,733	18
15 - 19 years	54,000	51,000	66,000	57,852	11,996	27
20 - 24 years	64,000	51,000	73,000	62,800	14,259	20
School System District Office						
10 - 14 years	48,000	43,000	51,000	45,769	8,418	13
15 - 19 years	59,000	49,000	68,000	60,200	12,488	10
20 - 24 years	59,000	53,000	66,000	65,000	21,246	11
Other Educational Setting						
10 - 14 years	52,500	45,000	59,500	52,333	8,998	12

FIGURE 14.G

Human Service Positions (School Psychology)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more					1		2	
$80,000 to 89,000					2		1	
$70,000 to 79,000		1		3	3	6	1	4
$60,000 to 69,000			3	4	7	11	7	5
$59,000				1	1			1
58,000				1		1		1
57,000					2	1	1	
56,000					1	3	1	
55,000			1				2	
$54,000				1	1	2	1	
53,000			1	1	4	1		
52,000				1	3		1	1
51,000				1	2	2		
50,000			3		2	2		
$49,000			1	2	2	2		2
48,000			2		3			1
47,000					1			
46,000				1	1	1		1
45,000		1			2			
$44,000	1	1					1	
43,000				3	1			
42,000		2	1	2		1		
41,000				2				
40,000	1		1	2	2	2		
$39,000		1	1			1		
38,000				1				
37,000			1	2				
36,000				1				
35,000		1		1			1	
$34,000				1		1		
33,000		1						
32,000			1	1	1			
31,000		1						1
30,000								1
$29,000				1	1			
28,000								
27,000								
26,000					1	1		1
25,000								
$24,000		1			1			
23,000								
22,000			2					
21,000								
20,000					1			
$19,000			1					
18,000		1			1			
17,000								
16,000								
15,000								
N	2	11	19	33	47	38	19	19
90%		45,000	64,000	65,000	75,000	71,000	90,000	75,000
75		44,000	53,000	58,000	61,000	67,000	67,000	67,000
Median		39,000	48,000	43,000	52,000	56,500	60,000	59,000
25		31,000	37,000	40,000	46,000	50,000	55,000	48,000
10		24,000	22,000	35,000	29,000	40,000	44,000	30,000
Mean		38,636	44,684	48,424	55,468	56,684	63,053	56,211
SD		13,959	13,853	12,639	29,074	11,903	14,924	15,259
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.G
Direct Human Service Positions (School Psychology)
Master's-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Elementary-Secondary School						
10 - 14 years	44,500	40,000	65,000	51,214	16,235	14
15 - 19 years	51,500	49,000	57,000	53,786	8,559	14
20 - 24 years	61,000	53,000	70,000	60,579	10,270	19
School System District Office						
10 - 14 years	46,000	38,000	53,000	46,300	7,931	10
15 - 19 years	52,500	47,000	61,000	51,000	12,545	14

FIGURE 14.H

Human Service Positions (Other Psychology)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$100,000 or more		1		3	1			
$90,000 to 99,000		2	2		4			1
$80,000 to 89,000		1	5	2	2		1	
$70,000 to 79,000			1	5	3	2	1	
$60,000 to 69,000		1	2	5	5	6	1	2
$59,000								
58,000				1				
57,000			1					
56,000			2	3				
55,000		1			2	1		
$54,000				1	1	1		
53,000			1			3		
52,000				1		1		1
51,000			1		1			
50,000			2	3	5	8	1	1
$49,000				3	2			
48,000				1	2	3		2
47,000			2	1	1			
46,000				3		1		
45,000		2		3	4	2		
$44,000				1	4	1	1	1
43,000			2	3		1		
42,000			2	3	1			
41,000		1						
40,000	1	2	3	7	6			
$39,000				3	1	3		
38,000	1	3	4	2	2			
37,000	1		1	2	3			
36,000				1	2		1	
35,000	1	3	9	7	6	2		
$34,000	1		2	2	2	2	1	
33,000		1	3	1	1		2	
32,000	1	2	7	5	4			
31,000		3	6	7	1	1	2	
30,000		4	8	6	2	2		1
$29,000			4	3	1	1		
28,000		4	5	6	2			1
27,000			5	1				
26,000	1	1	2	2	4			
25,000			8		2	1		
$24,000		1	3	1	2			
23,000		1	3	3	1	1		
22,000		3	1	2	2			
21,000								
20,000		2	1	6				
$19,000		3	2					
18,000		1		1	1			
17,000								
16,000		1	1					
15,000	1	1	2					
14,000	1							
13,000								
12,000								
11,000								
10,000								
N	9	45	103	110	83	43	11	10
90%		61,000	57,000	65,000	70,000	62,000	70,000	81,500
75		38,000	40,000	48,000	50,000	53,000	60,000	60,000
Median		31,000	32,000	37,000	40,000	50,000	36,000	49,000
25		23,000	27,000	30,000	32,000	39,000	33,000	44,000
10		19,000	24,000	23,000	26,000	30,000	31,000	29,000
Mean		36,556	36,689	41,627	44,904	47,163	46,182	52,300
SD		22,249	16,672	18,675	19,465	12,063	18,503	19,230
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.H
Direct Human Service Positions (Other Subfield)
Master's-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
Individual Private Practice						
5 - 9 years	58,500	30,000	80,000	57,214	24,882	14
10 - 14 years	54,000	39,500	75,000	56,500	24,952	24
15 - 19 years	52,500	43,500	72,500	58,167	20,476	24
20 - 24 years	50,000	50,000	60,000	54,176	10,567	17
CMHC						
5 - 9 years	29,000	26,000	31,000	29,214	6,750	14
Specialized Health Service						
5 - 9 years	33,000	29,000	38,000	38,000	19,935	11

FIGURE 14.1

Administration of Human Service--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$90,000 or more						1		2
$80,000 to 89,000					1		3	1
$70,000 to 79,000					3	2		2
$60,000 to 69,000			6	2	5	6	1	
$59,000						1	1	
58,000					1			
57,000								
56,000					1			2
55,000			1			2	1	1
$54,000					2		1	
53,000				1		2	1	1
52,000			1	1	5	1		
51,000			1	1	2	1		
50,000			1		2	5		1
$49,000			2	1	1			
48,000					1	2		1
47,000			1	4	1	1		2
46,000				1	1	3		
45,000				2	2	1		
$44,000			3	1	1			1
43,000			1	3	4	1		
42,000			2	3	2			
41,000			2	4	1	3		
40,000			4	2	1	1		
$39,000			1	2	1			
38,000			3	2	1		1	
37,000			1		1	1		
36,000		1	1	2	1			
35,000		1	3	6	1	1		
$34,000			3	2				
33,000			1	1		1		
32,000			2	1	1			
31,000			1	1	1			
30,000			3	3	1		1	
$29,000			3					
28,000								
27,000			1					
26,000		1	1	1	1			
25,000			1	1				
$24,000								
23,000								
22,000					1			
21,000								
20,000								
N	0	3	50	48	47	36	10	14
90%	.		60,000	51,000	65,000	64,000	82,500	99,000
75	.		47,000	45,000	54,000	59,500	80,000	79,000
Median	.		39,500	40,500	48,000	50,000	57,000	55,500
25	.		33,000	35,000	41,000	45,500	53,000	48,000
10	.		29,000	30,000	32,000	40,000	34,000	47,000
Mean	.		40,840	40,292	48,660	51,861	59,600	67,000
SD	.		10,611	7,817	12,856	11,574	17,983	28,063
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

TABLE 14.1
Administration of Human Services
Master's-level, 11-12-month Salaries for Selected Settings: 1991

Setting and Experience	Median	q1	q3	Mean	SD	N
CMHC						
10 - 14 years	36,000	34,000	42,000	37,385	5,853	13
15 - 19 years	40,000	32,000	43,000	39,214	9,601	14

FIGURE 14.J

Applied Psychology (Industrial/Organizational)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more						1	1	1
$100,000 to 124,000					1	2		1
$80,000 to 89,000			1		1			
$70,000 to 79,000				2		1		1
$60,000 to 69,000				2		3		1
$59,000								
58,000				1				1
57,000			1					1
56,000				1				1
55,000				1		1		
$54,000								
53,000								
52,000				1				
51,000			1					
50,000			3			1		1
$49,000				1				
48,000				1				
47,000								
46,000								
45,000		1		1		1		1
$44,000					1			
43,000			1		1			
42,000		1						
41,000								
40,000			4	1				
$39,000								
38,000								
37,000								
36,000			3					
35,000		1	1	1	1			
$34,000		2	2					
33,000			1					
32,000								1
31,000								
30,000			1					
$29,000				1				
28,000			1					
27,000								
26,000								
25,000								
N	0	5	20	14	5	10	1	10
90%	.		54,000	70,000		122,500		155,000
75	.		50,000	60,000		110,000		79,000
Median	.		40,000	53,500		65,000		57,500
25	.		34,500	45,000		55,000		50,000
10	.		31,500	35,000		47,500		38,500
Mean	.		42,150	52,357		77,500		74,700
SD	.		11,842	12,413		30,351		48,806
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.K

Applied Psychology (Other Subfields)--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$80,000 or more							1	2
$70,000 to 79,000					1			2
$60,000 to 69,000				1	2		1	1
$59,000								1
58,000								
57,000								
56,000								1
55,000								
$54,000				1				
53,000			1					
52,000								
51,000								
50,000				1				
$49,000								
48,000								
47,000						1		
46,000			1					
45,000								
$44,000				1				
43,000								
42,000								
41,000				1		1		
40,000			1					
$39,000			1	2				
35,000			1					
$34,000			1					
31,000			1					
30,000			1					
$29,000								
28,000								
27,000								
26,000								
25,000				1				
$24,000		1						
23,000								
22,000								
21,000								
20,000								
N	0	1	8	8	3	2	2	7
90%	.							
75	.							
Median	.							
25	.							
10	.							
Mean	.							
SD	.							
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.L

Administration of Applied Psychology--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more							2	1
$100,000 to 124,000					1	1		1
$90,000 to 99,000								1
$80,000 to 89,000					1			2
$70,000 to 79,000				1			1	
$60,000 to 69,000					1		1	2
$59,000								
58,000								
57,000								
56,000								
55,000					1			
$54,000								
53,000								
52,000								
51,000				1				
50,000						1		1
$49,000								
48,000								
47,000								
46,000								
45,000					1			
$39,000								
38,000					1			
37,000								
36,000								
35,000					1			
$34,000								2
33,000								
32,000								
31,000								
30,000					1			
$29,000					1			
28,000								
27,000								
26,000								
25,000								
N	0	0	0	2	9	2	4	10
90%	.	.	.		127,500			
75	.	.	.		91,000			
Median	.	.	.		75,000			
25	.	.	.		50,000			
10	.	.	.		34,000			
Mean	.	.	.		76,200			
SD	.	.	.		34,396			
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

FIGURE 14.M

Other Administrative Positions--Master's Level

11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years
$125,000 or more								4
$100,000 to 124,000					1	1	1	1
$90,000 to 99,000					3		2	
$80,000 to 89,000						1		1
$74,000 to 79,000					2	1	1	
$60,000 to 69,000				1	3	3	2	3
$59,000								
58,000					1			
57,000					1			
56,000							1	
55,000					1			
$54,000								
53,000								
52,000								
51,000								
50,000							1	
$49,000								
48,000								
47,000			1	1				
46,000								
45,000				1		2		
$44,000			1					
43,000			1	1				
42,000			1	1				
41,000					1			
40,000							2	
$39,000								
38,000								
37,000								
36,000					1			
35,000				1				
$34,000			1					
33,000							1	
32,000								
31,000					1	1		
30,000			1					
$29,000					1			
28,000							1	
27,000								
26,000						1		
25,000								
$24,000			1					
23,000								
22,000								
21,000								
20,000								
N	0	0	7	6	16	10	12	9
90%	.	.			96,000	92,000	95,000	
75	.	.			82,500	73,000	83,000	
Median	.	.			60,500	61,000	58,000	
25	.	.			48,000	45,000	40,000	
10	.	.			31,000	28,500	33,000	
Mean	.	.			64,438	58,900	60,833	
SD	.	.			25,020	23,077	24,698	
11-12-Month Salary	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 + years

15. SALARIES BY SEX, RACE AND YEARS OF EXPERIENCE

This next section presents salaries analyzed by sex, race/ethnicity and years of experience. Where possible the salary data also have been categorized according to type of position.

Table 15.A presents data on salaries of doctoral-level respondents by years of work experience and sex, across all employment settings. As might be expected, the median salaries reported by men are higher than the median salaries reported by women. However, the differences between the median salaries of women and men at the lower levels of work experience are not as great as the differences observed among those with more years of work experience. As we have observed in other data sets, these smaller differences among "newer" psychologists may be due to efforts to render salaries paid to women and men more equitable.

Table 15.B presents data on the salaries of doctoral-level respondents by employment position, years of work experience and sex. The table indicates that the salaries reported by men are greater than those reported by women across most of the categories of work experiences across all employment positions.

Table 15.C reports data on the full-time salaries of doctoral-level respondents by years of work experience and race/ethnicity. Although some of the differences among the median salaries are not substantive, they do exist. In few cases are the median salaries paid to white respondents lower than those paid to minority psychologists. The reverse is more often true. The one minority group whose median salaries were most often lower than those paid to white psychologists was comprised of black psychologists.

Table 15.D contains data on the salaries of doctoral-level respondents across all employment settings by years of work experience and minority status. The median salaries of white and minority psychologists do not differ greatly but where differences exist, they follow an expected pattern. Once again, we find the two sets of salaries to be more equitable among those with fewer years of work experience. At 10-14 years of work experience (at least ten years since the doctorate) and beyond, we find that minority psychologists tend to earn less than white psychologists as indicated by their median salaries. In addition, the mean salaries and standard deviations indicate that the salary ranges of minority psychologists are not as wide as those of white psychologists and may be skewed to the lower end of the salary scale to a greater extent than those of white psychologists.

Table 15.A
Full-time Salaries of Doctoral-level Respondents
Across All Settings, by Years of Work Experience and Gender: 1991

Years of Experience	Men	Women	Total
0 - 1 year			
Median Salary	36,000	35,000	35,000
Mean Salary	37,281	34,238	35,590
Standard Deviation	8,739	7,201	8,037
N	64	80	144
2 - 4 years			
Median Salary	40,000	38,000	39,000
Mean Salary	43,411	39,902	41,623
Standard Deviation	15,848	13,703	14,888
N	384	399	783
5 - 9 years			
Median Salary	49,000	45,000	47,000
Mean Salary	54,368	48,089	51,691
Standard Deviation	21,291	17,269	19,914
N	821	610	1431
10 - 14 years			
Median Salary	55,000	50,000	54,000
Mean Salary	63,316	54,777	60,239
Standard Deviation	28,316	20,894	26,205
N	1106	623	1729
15 - 19 years			
Median Salary	60,000	54,000	58,000
Mean Salary	66,587	57,698	64,020
Standard Deviation	33,183	20,939	30,425
N	1217	494	1711
20 - 24 years			
Median Salary	63,000	60,000	62,000
Mean Salary	71,860	62,645	69,797
Standard Deviation	44,308	18,374	40,168
N	995	287	1282
25 - 29 years			
Median Salary	67,000	61,000	66,000
Mean Salary	73,750	64,795	71,973
Standard Deviation	39,014	21,404	36,369
N	533	132	665
30 or more years			
Median Salary	73,000	60,000	71,000
Mean Salary	76,509	67,753	75,172
Standard Deviation	28,874	30,415	29,252
N	405	73	478

Source: 1991 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, Education Directorate.

Table 15.B
Doctoral-Level Salaries in Selected Full-time Employment Positions
by Gender and Years of Work Experience: 1991

	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +
Educational Administration								
Men								
N	1	0	7	17	28	36	23	16
Median				54,000	64,000	68,500	77,000	87,000
Mean				60,529	68,821	70,472	78,957	86,250
SD				19,027	21,129	17,840	19,558	22,177
Women								
N	0	1	14	16	17	19	11	2
Median			47,000	58,500	61,000	74,000	75,000	
Mean			44,429	59,375	67,471	74,684	77,182	
SD			9,452	15,148	25,419	15,617	12,844	
Research Positions								
Men								
N	1	15	25	31	19	15	13	11
Median		36,000	46,000	55,000	60,000	61,000	70,000	80,000
Mean		35,200	50,160	54,226	59,947	62,600	81.000	77,182
SD		10,058	12,284	15,165	13,954	11,770	30,210	16,899
Women								
N	5	16	32	27	10	3	3	0
Median		33,500	45,500	44,000	54,000			
Mean		32,250	44,750	45,333	52,900			
SD		6,496	10,812	9,703	10,556			
Research Administration								
Men								
N	0	2	15	11	17	22	11	9
Median			55,000	72,000	71,000	94,000	78,000	
Mean			55,933	77,909	70,647	89,091	76,636	
SD			9,728	21,741	16,740	20,910	25,936	
Women								
N	0	2	5	10	10	4	1	1
Median				67,000	58,500			
Mean				70,100	62,100			
SD				21,137	10,333			

(continued)

Table 15.B (continued)
Doctoral-Level Salaries in Selected Full-time Employment Positions
by Gender and Years of Work Experience: 1991

	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +
Direct Human Services:								
Clinical psychology								
Men								
N	23	155	259	304	334	171	85	53
Median	35,000	41,000	50,000	60,000	60,000	63,000	58,000	57,000
Mean	35,174	45,581	57,842	69,493	70,689	73,363	68,471	65,604
SD	6,827	19,921	24,502	33,402	35,487	34,116	27,652	23,404
Women								
N	39	151	187	153	118	55	23	16
Median	35,000	40,000	45,000	50,000	54,500	59,000	60,000	59,000
Mean	34,564	41,967	50,262	57,288	60,246	62,382	63,826	71,250
SD	7,315	12,950	20,773	26,437	25,809	18,908	17,670	50,302
Counseling psychology								
Men								
N	6	37	52	65	55	35	19	5
Median		37,000	50,500	52,000	51,000	50,000	60,000	
Mean		39,946	58,769	57,092	56,309	54,171	64,368	
SD		10,113	28,281	23,941	20,614	16,580	27,855	
Women								
N	10	36	56	45	20	15	4	0
Median	30,500	33,000	44,000	45,000	59,500	50,000		
Mean	29,800	41,167	48,607	46,778	63,150	53,067		
SD	7,376	27,947	21,637	16,252	23,533	14,410		
School psychology								
Men								
N	1	13	16	29	35	31	13	4
Median		42,000	48,000	51,000	55,000	66,000	60,000	
Mean		43,077	52,063	52,310	58,514	70,290	64,538	
SD		8,607	16,010	10,310	12,578	20,175	13,163	
Women								
N	0	7	10	24	16	14	5	1
Median			50,500	50,000	52,500	54,000		
Mean			53,600	52,292	56,563	56,571		
SD			10,997	12,606	13,966	13,849		

(continued)

Table 15.B (continued)
Doctoral-Level Salaries in Selected Full-time Employment Positions
by Gender and Years of Work Experience: 1991

	0 - 1 year	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 - 24 years	25 - 29 years	30 +
Other psychology								
Men								
N	7	41	58	88	91	53	22	12
Median		40,000	47,000	54,000	59,000	59,000	62,000	58,500
Mean		44,927	50,897	64,534	65,593	67,604	71,045	93,417
SD		16,953	17,318	32,923	36,662	37,676	36,539	64,993
Women								
N	5	51	45	58	42	19	12	4
Median		37,000	44,000	53,500	49,500	70,000	51,500	
Mean		36,020	50,467	57,103	51,143	70,789	70,917	
SD		8,918	22,515	18,603	23,348	27,369	44,108	
Administration of Human Services								
Men								
N	0	14	122	173	190	153	56	35
Median		40,000	50,000	57,000	55,000	60,000	62,500	64,000
Mean		41,429	54,746	60,994	59,858	65,549	63,982	66,543
SD		10,264	16,757	20,935	19,169	31,306	15,463	16,420
Women								
N	1	11	67	68	46	28	6	13
Median		36,000	45,000	50,000	52,500	53,500		54,000
Mean		41,091	46,627	54,882	54,391	58,286		55,923
SD		13,852	10,808	19,038	19,651	15,180		13,931
Other Administrative Positions								
Men								
N	0	0	11	22	25	27	14	10
Median			60,000	67,000	75,000	75,000	80,000	91,000
Mean			72,545	80,455	88,160	91,778	81,643	106,100
SD			39,803	37,546	67,487	63,762	12,929	53,991
Women								
N	0	1	6	14	15	7	3	3
Median				62,000	60,000			
Mean				65,000	62,067			
SD				27,904	14,868			

Source: 1991 APA Salary Survey. Office of Demographic, Employment and Educational Research, Education Directorate, APA.

Note. Salary data are not reported in cases in which the number of respondents is less than 10.

Table 15.C
Full-time Salaries of Doctoral-level Respondents
Across All Settings, by Years of Work Experience and Race/ethnicity:
1991

Years of Experience	Race/Ethnicity: White	Black	Hispanic	Asian	American Indian	Total
0 - 1 year						
Median	35,000					35,000
Mean	35,371					35,590
SD	8,114					8,037
N	132	1	2	4	0	144
2 - 4 years						
Median	39,000	34,000	40,500	40,000		39,000
Mean	41,921	35,214	40,250	40,563		41,623
SD	15,215	7,434	8,252	7,052		14,888
N	708	14	20	16	4	783
5 - 9 years						
Median	47,000	48,000	47,000	48,000		47,000
Mean	51,774	52,207	48,581	48,194		51,691
SD	20,141	19,100	11,997	13,169		19,914
N	1294	29	31	31	0	1431
10 - 14 years						
Median	54,000	51,000	52,000	55,000	50,500	54,000
Mean	60,920	51,921	55,511	58,524	52,833	60,246
SD	27,038	12,889	16,798	18,672	22,938	26,199
N	1543	38	47	21	12	1730
15 - 19 years						
Median	58,000	56,000	61,000	57,000		58,000
Mean	63,911	64,115	68,048	57,913		64,030
SD	30,111	28,283	26,774	14,485		30,418
N	1567	26	21	23	4	1712
20 - 24 years						
Median	62,000	57,000	62,000	56,000		62,000
Mean	70,330	57,444	62,727	58,842		69,798
SD	41,339	13,389	12,962	13,997		40,153
N	1190	9	11	19	2	1283
25 - 29 years						
Median	66,000	79,000	65,000			66,000
Mean	72,229	83,778	71,857			71,973
SD	37,289	28,739	22,312			36,369
N	615	9	7	3	3	665
30 +						
Median	71,000	74,000		80,000		71,000
Mean	75,552	72,000		78,333		75,152
SD	29,580	10,973		15,629		29,225
N	442	6	2	6	2	479

Source: 1991 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, Education Directorate, APA

Note: Salary data are not provided when the number of cases is less than 10.

Table 15.D
Full-time Salaries of Doctoral-level Respondents Across All Settings, by Years of Work Experience and Minority Status: 1991

Work Experience and Minority Status	Median	Mean	SD	N
2 - 4 years				
White	39,000	41,921	15,215	708
Minority	39,000	40,019	11,787	54
Total	39,000	41,623	14,888	783
5 - 9 years				
White	47,000	51,774	20,141	1294
Minority	47,000	49,604	14,917	91
Total	47,000	51,691	19,914	1431
10 - 14 years				
White	54,000	60,920	27,038	1543
Minority	51,500	54,619	16,682	118
Total	54,000	60,246	26,199	1730
15 - 19 years				
White	58,000	63,911	30,111	1567
Minority	57,000	63,595	23,901	74
Total	58,000	64,030	30,418	1712
20 - 24 years				
White	62,000	70,330	41,339	1190
Minority	59,000	59,488	13,060	41
Total	62,000	69,798	40,153	1283
25 - 29 years				
White	66,000	72,229	37,289	615
Minority	64,000	72,318	24,567	22
Total	66,000	71,973	36,369	665
30 +				
White	71,000	75,552	29,580	442
Minority	71,500	69,688	15,173	16
Total	71,000	75,152	29,225	479

Source: 1991 APA Salary Survey. Compiled by Office of Demographic, Employment, and Educational Research, Education Directorate, APA.

Note: Categories of race/ethnicity may not equal the total due to respondents who did not provide these data.

16. DOCTORAL-LEVEL SALARIES FOR SELECTED POSITIONS, REGIONS AND CITIES

The previous sections have presented national data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment in a variety of settings.

Table 16.A in this section presents data on median salaries and median years since the doctorate by geographic region and position. All of the full-time doctoral-level respondents were coded into regions on the basis of zipcode. Numbers are less than the totals for each region because respondents may be missing data on salary, position or employment setting.

The category of "Independent Practice" includes doctoral-level psychologists who are involved in the delivery of direct services in private practice, group psychological practices or medical psychological group practices. Faculty positions in university settings include doctoral-level faculty who identified their employment settings as psychology departments, education departments, business schools or departments, or other academic units located in universities. For "Faculty in Other Settings", information is presented on faculty in other academic settings such as research centers and four- and two-year colleges.

The figures in this table should not be applied to an individual salary or setting but should be used only in making very general comparisons among the different regions and positions. This is because the median salaries may be affected by factors such as year of degree, years of experience, employment setting, field of degree, cost of living in a specific area and gender. To illustrate one of these factors, years since the doctorate has been provided for each category and region.

Table 16.B presents data on the median salaries of doctoral-level faculty in university settings and for doctoral-level psychologists involved in the delivery of direct services in independent practice settings adjusted for the actual cost of living in selected cities. Inclusion of a city in this table hinged on its inclusion the ACCRA report described below. Both adjusted median salary and actual salary are reported, as is the size of the group on which the salary is based. Cost of living index information is from the American Chamber of Commerce Researcher's Association's Inter-City Cost of Living Index for 309 urban areas from the second quarter of 1991, the period during which the survey was mailed to the sample of APA members. This index measures and reports prices for consumer goods and services for cities which supply this information.

TABLE 16.A

1991 Median Salaries and Median Years Since the Doctoral Degree for Psychologists by Region and Position

REGION	POSITION						
	Independent Practice	Direct Service Other Settings	Faculty in Universities	Faculty Other Settings	Educational Administration	Research	Research Administration
New England							
Median Salary:	$51,667	$51,333	$49,045	$40,000	$73,000	$45,000	$74,000
Median Years:	12	12	20	13	25	13	16
N:	228	233	122	112	14	22	10
Middle Atlantic							
Median Salary:	$50,000	$51,166	$50,000	$45,000	$70,000	$49,500	$75,000
Median Years:	11	12	18	16	18	10	19
N:	432	522	239	251	55	46	20
East North Central							
Median Salary:	$50,000	$50,000	$45,000	$40,909	$68,000	$44,000	$61,000
Median Years:	11	11	17	14	22	6	16
N:	399	416	335	136	31	13	19
West North Central							
Median Salary:	$50,000	$50,000	$45,000	$40,000	$50,000	$43,000	*
Median Years:	12	12	17	17	20	11	*
N:	171	174	151	71	14	17	7
South Atlantic							
Median Salary:	$50,000	$50,000	$47,000	$42,000	$64,500	$53,000	$70,000
Median Years:	12	12	17	14	20	14	16
N:	393	407	285	167	32	49	31
East South Atlantic							
Median Salary:	$53,000	$52,000	$41,000	$40,909	*	*	*
Median Years:	11	11	16	14	*	*	*
N:	123	127	101	30	5	4	0
West South Atlantic							
Median Salary:	$50,000	$50,000	$41,000	$40,909	*	*	$69,000
Median Years:	10	10	17	17	*	*	24
N:	173	173	140	61	9	6	12
Mountain							
Median Salary:	$50,000	$50,000	$47,000	$42,273	*	*	*
Median Years:	14	13	16	17	*	*	*
N:	177	186	112	28	9	9	1
Pacific							
Median Salary:	$55,000	$55,000	$51,545	$42,273	$70,000	$50,500	$69,000
Median Years:	12	12	19	16	18	12	16
N:	470	480	207	94	36	52	18

(continued)

TABLE 16.A (CONTINUED)

1991 MEDIAN SALARIES AND MEDIAN YEARS SINCE DOCTORAL DEGREE FOR
DOCTORAL-LEVEL PSYCHOLOGISTS BY REGION AND POSITION

	POSITION					
REGION	Service Administration	Applied I/O Psychology	Applied Other	Administration of Applied	Other Administration	Other Positions
New England						
Median Salary:	$56,000	*	$70,000	*	*	*
Median Years:	15	*	11	*	*	*
N:	106	7	21	9	8	2
Middle Atlantic:						
Median Salary:	$57,000	$79,000	$68,000	$105,000	$75,000	*
Median Years:	15	15	14	15	20	*
N:	189	20	15	21	32	8
East North Central						
Median Salary:	$54,500	$71,000	$70,000	$96,000	$70,500	*
Median Years:	15	16	17	17	16	*
N:	166	34	19	15	24	9
West North Central						
Median Salary:	$54,000	$81,000	$60,000	*	*	*
Median Years:	17	20	18	*	*	*
N:	63	11	10	5	6	1
South Atlantic						
Median Salary:	$55,000	$69,500	$61,000	$68,000	$64,000	*
Median Years:	15	15	13	15	19	*
N:	132	28	22	27	55	8
East South Atlantic						
Median Salary:	$49,500	*	*	*	*	*
Median Years:	15	*	*	*	*	*
N:	48	6	3	3	4	1
West South Atlantic						
Median Salary:	$52,000	$90,000	*	$62,000	*	*
Median Years:	13	14	*	15	*	*
N:	67	15	6	13	7	1
Mountain						
Median Salary:	$51,000	*	*	*	*	*
Median Years:	15	*	*	*	*	*
N:	63	2	5	2	6	4
Pacific						
Median Salary:	$57,000	$80,000	$67,000	$88,500	$70,000	$48,000
Median Years:	16	18	15	17	14	14
N:	135	23	12	14	11	17

Note. All salaries are reported for 11-12-month periods, with the exception of faculty salaries which are for 9-10 months. Converting 9-10-month to 11-12-month periods can be done by multiplying by 11/9.

*Insufficient number of respondents.

TABLE 16.B

1991 Median Salaries Adjusted For Cost of Living in Selected Metropolitan Areas

Metropolitan Area	Cost of Living Index	Faculty			Independent Practice		
		Median Salary	Adjusted Salary	N Size	Median Salary	Adjusted Salary	N Size
Albany	108.4	40,000	36,900	25	*	*	*
Albuquerque	110.6	49,136	48,843	10	60,000	55,351	11
Atlanta	99.7	39,500	39,619	30	75,000	75,226	41
Cedar Rapids	99.0	48,500	48,989	12	52,944	53,479	14
Cincinnatti	106.8	54,000	50,562	25	60,000	56,179	11
Cleveland	115.1	40,989	35,542	23	65,000	56,473	14
Dallas	105.1	40,989	38,924	19	77,500	73,739	20
Denver	101.9	46,500	45,633	22	60,000	58,881	19
Houston	101.0	48,273	47,795	30	51,000	50,495	15
Knoxville	98.6	42,000	42,596	10	63,000	63,895	11
Lansing	106.6	58,944	55,295	30	*	*	*
Lawrence	94.9	40,989	43,107	24	*	*	*
Manchester, NH	118.0	*	*	*	62,000	52,542	12
Miami, FL	111.6	42,955	38,490	28	70,000	62,724	17

CONTINUED

TABLE 16.B (CONTINUED)

1991 Median Salaries Adjusted For Cost of Living in Selected Metropolitan Areas

Metropolitan Area	Cost of Living Index	Faculty Median Salary	Faculty Adjusted Salary	Faculty N Size	Independent Practice Median Salary	Independent Practice Adjusted Salary	Independent Practice N Size
Minneapolis	104.6	45,000	43,021	46	67,500	64,532	26
Nashville	92.3	42,000	45,504	19	*	*	*
Norfolk	102.1	*	*	*	61,000	59,745	11
Philadelphia	128.7	49,000	38,073	55	50,000	38,850	28
Phoenix	101.6	54,000	53,149	28	65,000	63,976	23
Portland	110.4	36,000	32,609	13	63,000	57,065	16
Raleigh/Durham	96.2	48,000	49,896	45	68,000	70,686	11
Richmond	109.9	44,000	40,036	27	64,500	58,689	12
St. Louis	98.8	51,045	51,665	18	65,000	65,789	15
Seattle	112.7	44,500	39,485	36	70,000	62,111	20
Worcester, MA	118.2	*	*	*	55,000	46,531	11

Note: Salaries for faculty are reported for a 9-10-month period, while those for independent practitioners are reported for an 11-12-month period. Conversion from 9-10-month to 11-12-month period can be accomplished by multiplying by 11/9. Converting from 11-12-month salaries to 9-10-month salaries can be accomplished by multiplying by 9/11.

*Insufficient numbers to generate median and adjusted salaries ($N \leq 10$).

References

American Chamber of Commerce Researchers Association (1991). Cost of living index, second quarter 1991. Louisville, KY: American Chamber of Commerce Researchers Association.

Kohout, J. & Wicherski, M. (1991). 1989 Doctorate Employment Survey. Washington, DC: American Psychological Association.

Wicherski, M., Kohout, J. & Cooney, B. (1992). 1991-1992 Faculty Salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

APPENDIX A

Instrument

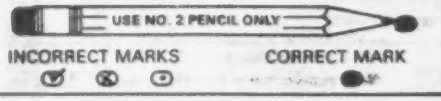
RETURN AS SOON AS POSSIBLE

AMERICAN PSYCHOLOGICAL ASSOCIATION
1991 SALARY SURVEY

ALL RESPONSES ARE CONFIDENTIAL

MARKING DIRECTIONS

- **Use only a soft black lead pencil (No. 2 is ideal).**
- **Make heavy black marks that fill the oval.**
- **Erase cleanly any answer you wish to change.**
- **Make no stray markings of any kind.**



1. Present Employment. Are you currently working full time in a salaried position, self-employed, or in independent practice? **(Mark one only)**

- ○ Yes, I am currently employed full time (i.e., **at least** 35 hours per week) in a **single** salaried position
- ○ Yes, I am self-employed **at least** 35 hours per week (**not** individual private practice)
- ○ Yes, I am currently employed full time (**at least** 32 hours per week) in independent practice

→ **(GO TO QUESTION 2)**

- ○ No, I am employed less than 35 hours per week
- ○ No, I am employed 35 or more hours per week but as a result of two or more part-time positions
- ○ No, I am either retired, am not employed, am a student, or have a postdoctoral fellowship

→ **(STOP HERE AND RETURN THE QUESTIONNAIRE IN THE ENCLOSED ENVELOPE)**

2. Employment Setting. Please indicate your full-time employment setting. **(Mark one only)**

Educational Institutions and School Systems

University (not medical or professional school)

- ○ 01 Psychology department
- ○ 02 Education department
- ○ 03 Business school or department
- ○ 04 Other academic department or unit
- ○ 05 Management or administrative office
- ○ 06 Student counseling or services center
- ○ 07 Research center or institute
- ○ 09 Other university setting

Four-year College

- ○ 11 Psychology department
- ○ 12 Education department
- ○ 13 Business school or department
- ○ 14 Other academic department or unit
- ○ 15 Management or administrative office
- ○ 16 Student counseling or services center
- ○ 17 Research center or institute
- ○ 19 Other four-year college setting

- ○ 21 Two-year college
- ○ 22 Medical school, psychiatry department
- ○ 23 Medical school, other than psychiatry department
- ○ 24 Professional school of psychology, affiliated with a university
- ○ 28 Professional school of psychology, free-standing
- ○ 29 Professional school not listed above (e.g., law, nursing)
- ○ 25 Elementary or secondary school
- ○ 26 School system district office
- ○ 27 Other educational setting (e.g., vocational or special education)

Human Service Settings

- ○ 31 Public general hospital
- ○ 32 Private general hospital
- ○ 33 City/county/state psychiatric hospital
- ○ 34 Not for profit, private psychiatric hosp.
- ○ 36 For profit, private psychiatric hospital
- ○ 35 VA hospital
- ○ 37 Military hospital (e.g., Air Force)

- ○ 41 Individual private practice
- ○ 42 Group psychological practice
- ○ 43 Medical/psychological group practice
- ○ 44 Outpatient mental health clinic, free-standing
- ○ 45 Community mental health center or clinic (CMHC)
- ○ 38 Independent Practice Association (IPA)
- ○ 46 Health Maintenance Organization (HMO), excluding IPAs
- ○ 39 Preferred Provider Organization (PPO)
- ○ 47 Counseling or guidance center (not university or college)
- ○ 40 Nursing home
- ○ 48 Specialized health service (e.g., substance abuse or mental retardation)
- ○ 49 Other human service setting not listed above

Other Employment Settings

- ○ 51 Self-employed (not private practice)
- ○ 52 Consulting firm
- ○ 53 Private research organization or lab
- ○ 54 Gov't. research organization or lab
- ○ 55 Business or industry (excluding consulting firm or research organization)
- ○ 61 Criminal justice system
- ○ 62 Military service (not military hospital)
- ○ 63 Federal government agency (other than above settings)
- ○ 64 State government agency (other than above settings)
- ○ 65 Local government agency (other than above settings)
- ○ 66 Other non-profit organization
- ○ 69 Other non-educational or non-service setting not listed above

(continued in next column)

3. Type of position. Please select the **ONE** category that best describes the type of position you hold in your primary employment setting (as indicated in Question 2). You may be involved in several different types of work activities; however, your employment position can usually be described by **ONE** of the following categories.

Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank:

- ○ Full Professor
- ○ Associate Professor
- ○ Assistant Professor
- ○ Lecturer/Instructor
- ○ Other Faculty Position

- ○ **Educational Administration.** Includes college or university administrative positions (such as provost or dean) although you also may have a faculty appointment. **Does not** include department chair. Also includes superintendent of school district or other administrative position related to education.
- ○ **Research.** Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.
- ○ **Administration of Research.** Includes managing a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is administering research activities, including the supervision of research personnel.
- ○ **Direct Human Services.** Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.
- ○ **Administration of Human Services.** Includes managing a program of human services. Although you may be directly involved in delivering human services, your primary responsibility is administering human service activities, including supervising human service personnel.
- ○ **Other Applied Psychology.** Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design, organizational consultation, analysis or training.
- ○ **Administration of Applied Psychology.** Includes managing an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is administering the program, including supervising personnel.
- ○ **Other Administrative Position.** Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.
- ○ **Other Position.** Includes any position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

Please specify →

DO NOT WRITE IN THIS SHADED AREA

4. Total Years Work Experience. Generally, this will be the number of years since receipt of highest degree. However, exceptions are:

- A period of one or more years since receipt of highest degree when you did not work.
- Work experience at professional level before receiving highest degree.
- Since highest degree, there has been a major change in your specialty field such that prior work experience is irrelevant to present employment.

Write the total number of years in the boxes.

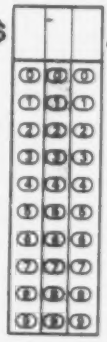
Then, mark the matching oval below each box.

5. Total Annual Earned Income. Indicate in thousands of dollars your **total gross annual earned income** from **all** professional activities, including full-time and part-time positions, summer teaching or research, royalties, etc.

Write in boxes total annual income in thousands of dollars. (e.g., $85,000 = 085)

Then, mark the matching oval below each box.

$,000.00



6. Full-Time Salary or Net Income (9-10 month or 11-12 month). If you hold a full-time salaried position, please indicate in thousands of dollars the **current** amount of salary from this position (e.g., the salary for academic year 1990-91 or fiscal year 1991). If you are employed full time in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) for the previous 12 months.

Write in boxes total annual salary/net income in thousands of dollars. (e.g., $35,000 = 035)

Then, mark the matching oval below each box.

$,000.00

7. Indicate if your salary/net income is for a 9-10-month period or 11-12-month period. (Mark one only)

○ 9-10 months ○ 11-12 months

8. Are you licensed or certified under law by a state board of psychological examiners to engage in the independent practice of psychology in the state in which you now work?

○ Yes ○ No

9. Currently, do you independently provide direct services on a fee-for-service basis (i.e., in individual or group practice)? Direct services include assessment and psychotherapy.

○ Yes ○ No — Skip to Question 11

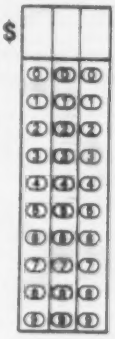
(continued in next column)

10. What is the typical hourly fee that you charge individual clients for psychotherapy?

Write hourly fee in boxes. (e.g., $95 = 095)

Then, mark the matching oval below each box.

$ .00

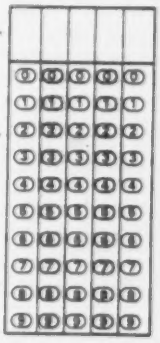


11. ZIP code of Employment Setting. Indicate the ZIP code of your full-time employment setting.

Write the ZIP code here.

Then, mark the matching oval below each box.

ZIP CODE



12. What is your sex?

○ Male
○ Female

13. What is your racial background?

○ White
○ Black
○ Asian or Pacific Islander
○ American Indian or Alaskan Native

14. Is your ethnic heritage Hispanic?

○ Yes → **14a. If yes, is it:**
○ No
- ○ Mexican American
- ○ Puerto Rican
- ○ Other Hispanic

15. If you have any comments regarding this survey or its contents, please write them on a separate sheet of paper and return it with the questionnaire.

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1991 APA Salary Survey
Questar Data Systems, Inc.
2905 West Service Road
Eagan, MN 55121-9973

RETURN AS SOON AS POSSIBLE.

APPENDIX B

States Comprising Geographic Regions
in the United States

New England:
- Connecticut
- Maine
- Massacusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

West South Central:

- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:

- Alaska
- California
- Hawaii
- Oregon
- Washington

APPENDIX C

Demographic Characteristics of the Membership, Respondents and Nonrespondents

APPENDIX C
DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION, RESPONDENTS AND NONRESPONDENTS TO THE 1991 SALARY SURVEY

	Respondents (N=12,646)		Nonrespondents (N=7,354)		Total Sample (N=20,000)		Population (N=46,821)	
	N	%	N	%	N	%	N	%
Major field								
Clinical	5,881	46.5	3,225	43.8	9,106	45.5	22,079	47.2
Counseling	1,310	10.4	737	10.0	2,047	10.2	4,866	10.4
School	716	5.7	371	5.0	1,087	5.4	1,963	4.2
Developmental	437	3.5	224	3.0	661	3.3	1,442	3.1
Educational	342	2.7	214	2.9	556	2.8	1,150	2.5
Experimental/ Comparative/ Physiological	339	2.7	175	2.4	514	2.6	1,188	2.6
Industrial/ organizational	590	4.7	422	5.7	1,012	5.1	2,025	4.3
Social/Personality	452	3.6	242	3.3	694	3.5	1,481	3.2
Other in psychology	2,079	16.4	1,338	18.2	3,437	17.2	7,653	16.3
Other, not psychology	129	1.0	125	1.7	254	1.3	1,714	3.7
Not specified	351	2.8	281	3.8	632	3.2	1,260	2.7
Highest earned degree								
Ph.D.	9,209	72.8	4,988	67.8	14,197	71.0	38,287	81.8
Ed.D.	596	4.7	437	5.9	1,033	5.2	2,811	6.0
Psy.D.	462	3.7	169	2.3	631	3.2	1,584	3.4
Master's	2,379	18.8	1,760	23.9	4,139	20.7	4,139	8.8
Years since degree								
Less than 5	2,239	17.7	750	10.2	2,989	14.9	5,072	10.8
5 - 9	2,808	22.2	1,387	18.9	4,195	21.0	10,717	22.9
10 - 14	2,513	19.9	1,710	23.3	4,223	21.1	10,879	23.2
15 - 19	2,255	17.8	1,570	21.3	3,825	19.1	9,476	20.2
20 - 24	1,411	11.2	1,007	13.7	2,418	12.1	5,753	12.3
25 or more	1,374	10.9	881	12.0	2,255	11.3	4,726	10.1
Not specified	46	.4	49	.7	95	.5	198	0.4
Licensed	7,775	61.5	4,412	60.0	12,187	60.9	33,219	70.9
Gender								
Men	7,569	59.9	4,474	60.8	12,043	60.2	28,977	61.9
Women	5,077	40.1	2,880	39.2	7,957	39.8	17,844	38.1
Region of residence								
New England	1,169	9.2	679	9.2	1,848	9.2	4,391	9.4
Middle Atlantic	2,827	22.4	1,800	24.5	4,627	23.1	10,116	21.6
East North Central	2,032	16.1	1,100	15.0	3,132	15.7	6,987	14.9
West North Central	853	6.7	403	5.5	1,256	6.3	2,810	6.0
South Atlantic	1,928	15.2	1,072	14.6	3,000	15.0	7,327	15.6
East South Central	484	3.8	251	3.4	735	3.7	1,576	3.4
West South Central	781	6.2	456	6.2	1,237	6.2	3,046	6.5
Mountain	663	5.2	349	4.7	1,012	5.1	2,516	5.4
Pacific	1,909	15.1	1,244	16.9	3,153	15.8	8,052	17.2

Source: 1989 APA Directory Survey.

Note. Percentages are column percentages and may not total to 100.0% due to rounding.

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